EAST WEST 東西報

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Federal Aid to the Unemployed: Public Service Jobs, Unemployment Insurance

By COLLIN TONG

As if to confirm the worst fears of planning officials last week. long lines of shivering jobseekers huddled out in front of 45 Hyde Street Thursday. Some of the estimated 1,200 began waiting the night before.

Ever since President Ford's enactment of the $2.5 billion Emergency Jobs and Unemployment Assistance Act of 1974 last December, rising unemployment statistics and long lines have become as common a fact of life as rosy administration forecasts for an upturn in the economy.

What precisely does this latest public service job bill do, and how will it affect the potential jobseeker in Chinatown?

According to Henry Der, director of Chinese for Affirmative Action (CAA), the new bill may have only a nominal impact on the worsening unemployment situation here. "People in Chinatown need these jobs, but the available mechanisms are inadequate," Der explained. "They should really open up Brooks Hall."

"The new bill hit like a bombshell," Der continued. "The Mayor's Manpower Council is simply not equipped to handle the influx of job requests."

SHADES OF THE GREAT DEPRESSION . . . Job applicants lined up as early as 6:30 a.m. for new federally funded jobs last Thursday at 45 Hyde St. The line extended around the corner down McAllister Street.

上週四大清早到蟹街的政府報名處排隊申請公共服務職位的人龍。

FAIR SHARE

Der went on to voice his concern for Chinatown's unemployed. "Our perspective at CAA is that Chinatown welcomes these jobs, but also that affirmative action guidelines be followed and that Chinese people get a fair share of these jobs."

But, as Der explained, in the current job crunch, "Low level people with language deficiencies don't even have a prayer. There is no way they can even meet the minimal requirements. In many cases, they will be competing with Ph.D's and M.A.'s for the few positions open," he noted.

The public service jobs alluded to were spelled out on January 8 at a meeting of the Mayor's Manpower Council at the Veterans Memorial Building. As proposed by the Council, they include the following:

- *Field Conservation Aide:* landscape and grounds maintenance at city parks and playgrounds; public housing rehabilitation.
- *Police Department:* 10 positions for clerk translators for Chinese and Spanish communities.
- *Art Commission:* City and school farming plots; mural paintings for housing projects and schools; performing arts-in-residence.
- *Public Health* 125 positions for jail medical program; staff for health education office; 33 porters and housekeeping aides for S.F. General Hospital, Laguna, and Northeast Medical Services; 10 registered nurses in Emergency Medical Sciences; community health and clerical positions.
- *Library:* additional clerical staff.
- *Department of Social Services:* additional clerical staff.
- *State and Federal Agencies:*

(*Continued on page 6*)

'People Don't Feel Secure Anymore'

By MABEL NG

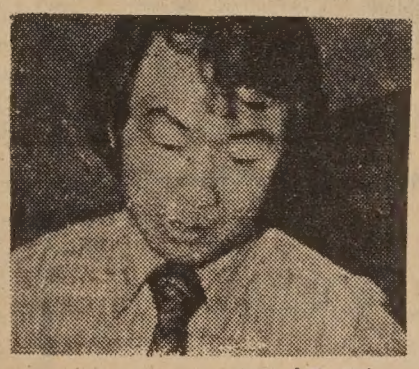
In December, the nation's unemployment rate reached its highest in 13 years—7.1 per cent of the labor force, or 6.5 million workers.

California's unemployment rolls reached 787,000, spiraling up 42,300 from the previous month. The unemployment rate galloped to 9 per cent, the grimmest statistic since June 1971 when 825,600 were jobless.

In the Bay Area, unemployment reached 8.7 per cent.

How does this affect Chinatown and Chinese Americans?

"We can't tell," said Bob Won, director of the city's public service jobs. The number of Asian faces appearing at his office at 45 Hyde Street Thursday mornings changes with the type of jobs available, he said.



BOB WON 溫超平

STATISTICS

"We have no statistics," George Ogino, manager of the Chinatown Employment Development Department, exclaimed. In general, however, unemployment insurance benefits paid in San Francisco are higher than the state's, and "unemployment in Chinatown is generally higher than San Francisco."

"To count as a statistic," one has to file with HRD or the unemployment office, said Gerald Chan, voluntary programs officer of the San Francisco Regional Office of the U.S. Equal Employment Opportunity Commission. Since many Chinese prefer not to register, "it is difficult to get meaningful statistics."

Though there are no ethnic pictures of unemployment at this time, the overall unemployment picture does not affect Chinatown at all, declared Harold Yee, executive director of Asian, Inc. Chinatown's workers are absorbed into a lot of family-type enterprises; the wages are fixed and there is always a job if you're willing, he explained.

"It's two different worlds" between Chinatown and the outside society; and there is virtually no intermingling, he added.

TOURISTS

"A recession will affect Chinatown's businesses," said Betty Lim Guimaraes, chief of operations in the Mayor's Office of Manpower. Chinatown's businesses rely heavily on affluence, on tourists and on conventions, she stated. "We know the situation is very severe; if it's severe for the general population, it's a lot more severe for Chinatown."

"There's a lot of unemployment," she continued, "including those with college degrees looking for low-level jobs, which means non-English-speakers lose out in the competition.

"Even in good times, the employment situation is bad," she added. The layoffs that are coming in the "mainstream jobs" that many Chinese Americans got into recently will mean they'll be the first to go.

"The general feeling is that people don't feel secure anymore," she concluded.

Jung Sai Strike Settled

By MABEL NG

Six months of braving unemployment, sun, wind, rain, bad tidings and picket duty came to an end Monday morning. The Jung Sai strike got settled.

The strike, one of the longest affecting Chinese American workers, began July 17, 1974, following the firing of a working, allegedly for unionization activities. In ensuing months, Jung Sai workers and supporters staged demonstrations, press conferences and pickets to call attention to deplorable working conditions at the plant at 646 Washington Street that caused them to walk out.

In a conference room of the International Ladies Garment Workers Union (ILGWU) hall, a contract was signed by ILGWU director Mattie Jackson, worker representative Mr. Leong, and Mike Kozak, new owner of the plant, now called "The American Sewing Factory."

According to an ILGWU press release, the contract provides for recognition of the ILGWU as the plant's bargaining representative, union shop, hiring and overtime provisions, 9½ paid holidays, vacations, injury pay, bereavement pay, a grievance procedure, health benefits, retirement and death benefits, eye care, a drug program and wage increases.

WAGES

Under the three-year contract, minimum wages will be increased to $2.50 per hour for machine operators for the first year, with a six per cent increase each of the next two years.

The major source of work is to come from Esprit de Corps, formerly parent company of Jung Sai.

Speaking before press members and the Jung Sai workers. strike committee Monday, Kozak stated that "every one that was ever employed would be welcomed back to work as soon as possible. He added, however, that it would take "a couple of weeks" to get things in order and to clean the place before the workers return.

Stating that she was "very happy" Jackson said that the signing of the contract was a "continuation of unionization in the garment industries." There are currently 52 unionized garment factories and 900 union workers in Chinatown, she said.

Mr. Leong, representing the workers, said through a translator, "This is a successful conclusion of a six-month strike. The workers are happy to have a settlement and to have received broad support from the public."

However, according to a press release issued by the Jung Sai 4 Defense Committee at the same gathering, the "struggle continues." Four persons were arrested January 6, charged with assault on a police officer and interfering with a police officer. A press conference and picket line have been called for Thursday, Jan. 16, at 8:30 a.m. in front of the Hall of Justice at 850 Bryant St. The four arrested are scheduled to be arraigned at 9 a.m.

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Editorial

THE TOP PRIORITY ITEM

One thing we have learned as a minority in America is to never take freedom and equality for granted. Our forefathers had to fight for them, so have we.

Time has changed, discrimination and bias have become a lot subtler than in the time of our forefathers. But the battle for freedom and equality remains the same. Chinese Americans are struggling for their rights in government, education, housing, health care . . . and more basically, equal employment opportunity.

Our nation is in a time of economic difficulty. America's minority knows too well that we are the ones "last to be hired and first to be fired." Chinese Americans should band together to find ways to help residents of our community. Chinatown should demand its fair share from public service jobs and Unemployment Cooperation Acts. Community leaders should contact labor leaders to open more doors to train Chinese Americans for jobs in the construction fields. Concerned persons can help our community to check government agencies at all levels on their efforts in implementing affirmative action programs.

We also urge persons in our community to be more aggressive in seeking employment and more outspoken about their abilities and skills. Contact all the leads Try all the avenues. If met with employment discrimination, don't be afraid to file complaints with government agencies assigned the task of investigating such incidents. Silence, endurance, and the restraint from making waves may be "virtues" in traditional China, but certainly not in 20th century America.

The struggle for equal employment opportunity should be our top priority item.

TO OUR READERS

In the past year, staff members at East/West have been working on substandard pay or a volunteer basis to keep the paper going. However, even with many personal sacrifices, we have incurred substantial loss due to increased production and postal costs, coupled with a slow growth rate.

Our fiscal projection for 1975 is not very bright. Printing cost is going up 25 per cent and second-class postage will take a gradual climb to a 140 per cent increase. Our subscription and advertising revenues will probably barely meet the production cost.

Years ago we may have made a mistake by deciding on a bilingual format. There is really no meaningful survey on the language preference and proficiency of the Chinese American community. We have often heard our critics say that if one reads only English, the other half of the paper is a total waste, and vice versa. There may be some truth to it. One of the plans this year is to divide the two language sections into two independent journals to see if that will better serve the needs of the community.

Those of us who are working for the paper are not seeking personal gains other than the joy of providing the community with an alternative voice. Fully aware of the many conflicting interest groups in the community, we have not approached anyone for help for fear of compromising the paper's independent stand. But we need your help. Without you, the readers, there wouldn't be an East/West. And there is no better way to help us than by bringing us new subscribers and giving gift subscriptions.

Gordon Lew,
Publisher

LETTERS TO THE EDITORS

On the China Stowaways

Dear Editor:

I think you misinterpreted my question to the parolees at last week's news conference ("Chi-am Corner," E/W 1/8/75).

Another reporter and cameraman from KGO-TV covered their arrival in San Francisco on New Year's Eve. On film, the two young men were shoeless, confused, and disheveled.

I thought it was important to film them in the dignified setting the Institute had provided. This to show the parolees had been clothed, fed, and cared for. To portray the men as human beings, not "refugees."

But I understood their reluctance to be filmed again, even though they had been widely shot by TV and the newspapers on their arrival. The cameramen left. And, at my insistence, KGO-TV did not re-air our file film of the two men's arrival New Year's Eve out of respect for their wishes.

Yet *East/West* printed a three-column picture of the parolees, taken by the *Examiner*. And you write of "prying into people's lives . . ." with disdain.

This is not meant to be a rebuttal to your column, but merely a clarification of the reasons for my question.

Cordially,
David Louie
KGO-TV News

For the Pie-Throwing

Dear Editor:

So provoked was I by that asinine letter from a Mr. Chao printed in the December 18 issue of East/West, blanketedly defending all Naval personnel in truckling tones, from the racism charges by one Seaman Louie of Fresno, that I had to breach my new resolution of no more letters to the editor. Sorry about that.

Even if my livelihood were to depend on a Defense Department job as apparently Mr. Chao's does, I can't imagine any rational adult Asian-American making servile apologies knowing full well that there is no segment of society yet which has been proven free of racial prejudices, and unless we begin to speak out against it now, it shall continue into the future.

Since both the writer and I are not involved in the case we are really not entitled to make statements. However, after serving in the U.S. Army, training with the Air Force and encountering the Navy during my collegiate years, I can provide documented evidence of racial discrimination if necessary. We need only look to history to remind us that the first Chinese Education Mission to the U.S. from China was squashed after West Point and Annapolis refused to accept Chinese even after many Chinese students had graduated from institutions of far higher academic standing. The military establishment has since remained a generation behind the times in social reform.

So I still chafe at the sound of racial epithets and can share with Seaman Louie that certain urge to hurl a pie right between the eyes, but I prefer to use one made of unprintable ingredients.

With feeling,
E. Chann
Oakland

KQED Strike Over

KQED-TV strikers voted 41–24 Saturday to end a 19-week strike, return to work as of January 12, and submit unresolved issues to mediation-arbitration.

The public television's "Newsroom" is scheduled to go back on the air and "Open Studio" to resume production January 20, announced the strike committee and station management jointly.

Dick Meister, Newsroom's labor reporter, said a mediator-arbitrator will be selected from a list submitted by the American Arbitration Association.

Agreement on this procedure came after management representatives agreed to take back all striking workers and non-union employees who observed the picket line.

Major issues that caused the long walkout include demands by strikers for job protection similar to that afforded reporters and photographers of major daily newspapers, and union membership for non-union workers.

CHINA, BOTSWANA ESTABLISH TIES

PEKING — China and Botswana agreed to establish diplomatic relations at the ambassadorial level last week.

LA Chinatown Children Witness Fong Inauguration

MARCH FONG EU
新任民政廳長余江月桂。

SACRAMENTO — Children from Los Angeles Chinatown were among those present here to watch the inauguration of March Fong Eu as the state's new Secretary of State January 6.

"This is not only a significant day for our Asian community but in a large sense a milestone for all Americans as we observe an outstanding woman take the oath of statewide constitutional office which in effect will make her an inspirational model for all children. I am pleased that children from the Chinatown community could be in Sacramento to personally witness this historical event," said John Lingel, superintendent of Area F, which includes all of the Chinatown community, in the Los Angeles City Unified School District.

Lingel, along with Herb Leong, executive secretary of the Asian American Commission of the School District, and William Chun-Hoon, first school principal of Chinese ancestry in Los Angeles, led the delegation of school officials and 28 students to the inauguration ceremonies in Sacramento.

FORD STARTS PANEL ON ILLEGAL ALIENS

President Ford recently established a nine-member panel to develop programs for dealing with illegal aliens. The attorney general is to serve as chairman of the new domestic committee.

AGNES CHAN ELECTED REPUBLICAN OFFICER

Agnes Chan, a teacher at Francisco Junior High School, was recently elected secretary of the San Francisco Republican Central Committee.

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the CHI-am corner

By JUDY YUNG

With this issue of East/West ends my career as associate editor. It is ironic that the timing of this unemployment issue should coincide with my joining the ranks of the unemployed. But with costs going up and East/West's finances at a record low, it's time for me to get off the payroll. Like they say, all good things must come to an end . . . so onwards with life and this column.

JOURNEY TO THE MOTHERLAND

Part 7

FACTORIES AND WORKERS . . . The Chinese are very proud of their factories and industrialization progress. They told us that 90 per cent of the population is still concentrated in agriculture while the remaining 10 per cent is in industries. The goal is to reverse that. With the help of modern technology, they hope to have 90 per cent of the people working in industries eventually.

We were taken to a number of factories: iron and steel, printing, oil, silk, embroidery research, sandalwood, a cannery, watch and clock, and machinery. At each place, the emphasis was on production, and in most cases—production beyond the state quota.

But what impressed us the most was the state of working conditions. The premises were clean. We even had to wear rubbers, white coats and masks to get into the cannery in Shanghai. Where one would expect grease and soot none was found. The workers consider clean-up part of the working routine.

It is common to find dining halls, residence halls, nurseries and schools, recreation facilities, hospitals and clinics on the work premises. Rent averages $3 *renminbi* per month, and food, $12 per person. Factory wages range from $40 to $100 per month. (U.S.$1=$2 *remninbi*.) Medical, educational, and child care services are either free or minimal. Women are allowed 50 to 60 days of pregnancy leave. A transportation allowance is given to workers who live outside the factory compound.

In some factories such as the machinery shop in Shanghai, there are Workers' Universities, where workers are subsidized to do advanced study for approximately three years. There are also literacy and technology classes offered in the evenings.

In factories where eye strain is a problem, such as the watch and embroidery factories, workers are given more rest periods and time to do a series of eye exercises. As a rule, working hours are eight hours a day and six days a week. There are few holidays and no vacation periods, but workers may take days off to visit relatives when necessary.

The workers are involved in the planning and management of the plants. A committee consisting of cadres, technicians, and workers form the governing body and supervision team for each unit. Workers are encouraged to post "big character posters" when criticism is warranted. Following the spirit of self-reliance, workers often resort to designing and assembling their own machines. All the factories we visited prided themselves on being able to develop their own technology without the help of foreigners.

Careful not to make the same mistake as other industrialized nations, factories in China have begun research in pollution control. In a Peking steel factory, exhaust smoke is funneled through water and the ashes used for making iron. In the oil factory we visited in Nanking, the smoke is made into gas to be used on cooking.

Workers participate in discussions on safety periodically. If a worker should have an accident on the job, his hospital and food bills are covered by the factory during his recovery period.

In some cases we observed how routine and monotonous some of the jobs appeared. For example, one team of workers was assigned the task of going through each page of the China Pictorial magazine to make sure there are no mistakes. Each worker must then put his/her stamp of approval on the last page. "How can they stand doing that?" we asked. We were told that it was important that all products go out as perfect as possible so as to serve the consumer well and that the workers realize the importance of their task.

In another incident, I talked to a factory worker who spent all day watching threads wind on a machine. She admitted that the job was boring and tiring, but that *that* was her assignment. Although she would rather work on a farm, she had resigned herself to her fate. I then begin wondering what went on in the minds of millions of other factory workers. They may not necessarily enjoy their work, but at least they do not have to worry about unemployment.

(To be continued next week)

Jung Sai Rally Answers Police Arrest of Pickets

Shouting "Unity," "Organize," and "Right to strike," over 80 persons gathered at the Esprit de Corps plant at 900 Minnesota Street last Tuesday in support of the Jung Sai seamstresses' strike of six months. They were joined by KQED-TV strikers.

The rally had been called following the arrests of four supporters on the picket line January 6. Cameramen and news reporters had been notified and were ready for action, but they were not given any satisfaction by the 25 police officers who nonchalantly observed the scene.

Henry Gruchacz, general manager of Esprit de Corps, when interviewed by Rose Pak of the San Francisco *Chronicle*, remarked on the rally: "What we have here is the involvement of a lot of youths, but they have no support from the union. Our negotiation with the union is not the issue now. The union has lifted the picket line."

He said that the pickets had "a hell of a lot of misinformation in their minds," and that when he tried to talk to them, he was "sworn at, spit at, called a pig and told to scat." Gruchacz said he was quite frightened by them.

He also said that the Jung Sai shop in Chinatown "is not the way people (pickets) have been describing it." He said it was not a "sweatshop."

"They're talking about the beginning of the century, not my shop," he added.

Yet, when interviewed by *Chronicle* reporter Rose Pak on the picket line, Mrs. Sarah Szeto, 55, said that she earned $65 a week after taxes during the one year she worked at Jung Sai. She now receives $41 per week in unemployment insurance payments.

Karen Edwards, pictured above, was one of four Jung Sai supporters arrested January 6 while on the picket line at the Esprit de Corps plant at 900 Minnesota St. In reaction to the arrests, a rally was held the day after and a press conference and picket line at the Hall of Justice are called for tomorrow morning.

中西車衣女工週一通過廠方和工會簽約結束歷時數月的工潮。中西事情引起工人和警方多次衝突，圖爲本月初警察在中西總廠平正公司門前逮捕示威者情形。

Richmond Maxi-Center Still Lacks Operator

By PAUL K. HUI

After a three-hour meeting last Thursday that resulted in a disputed vote and a virtual deadlock situation, the Citizens' Advisory Board (CAB) of the District V Mental Health Center is still unable to designate an operator for the proposed Richmond Maxi-Center.

The CAB's latest non-decision means more delay for transforming into reality the Maxi-Center with a quarter-million-dollar federal staffing grant available since last October 1. The citizens' board will probably meet again before the end of January.

Last Thursday's meeting, attended by about 50 concerned citizens and State Assemblyman Willie L. Brown, Jr., apparently saw the defeat of the Richmond Asian Multi-Services, Inc. (RAMS), an Asian community group from the Richmond district, in its second bid to get the contract to staff the Maxi-Center. Seventeen CAB members voted 9–8 to turn away RAMS for the second time in four months. The CAB had spurned RAMS last September when it voted to award the grant to the Westside Community Social Service Agency instead.

But Westside's subsequent "withdrawal" from the award in November, in favor of forming a coalition with RAMS, precipitated the special meeting last Thursday. There were three options open to the CAB. It could choose to designate either RAMS or a U.S. Public Health Service Hospital as operator of the Maxi-Center. A third alternative was to turn over the operation to the city for staffing by civil service personnel, CAB members were told.

INTENSE

After intense questioning of the representatives of the two agencies that had re-submitted proposals and preceded by a presentation on the merits of civil service delivered by CAB member Marguerite Warren, the board voted down a motion to award the grant to RAMS.

The vote, which has used open ballots upon the insistence of the audience, was immediately challenged. The voting rights of board chairperson Madeline Adrian and board secretary Betty Crawford, both of whom voted against RAMS, were questioned. Possible violations of the conflict of interest laws and the CAB bylaws were charged.

The meeting was adjourned abruptly upon the suggestion of Assemblyman Brown who advised the CAB "to go back to the drawing board" and to review its own mission. But Brown left no doubt that he favored the RAMS proposal.

According to Dr. Larry Lurie, director of the District V Mental Health Center, there is a regular CAB meeting scheduled for January 23. But the board "may decide to put it off until January 30," Lurie said. In the meantime, he said he would meet with CAB members individually to "find out what they see is the middle ground."

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CHINESE WORD-A-DAY

BY GORDON LEW

"TO COME"

The Chinese word "to come" has the word "tree" in the middle and two little "men" on each side.

When I was little my teacher used to tell me how this word looked like two men climbing a tree. He may not have realized it, but for a long time I was confusing this word with "to climb."

Now that I have the chance to take a second look at the word, it becomes clearer and clearer to me that the word must be three dimensional. If you look at it from the flat two-dimensional point of view, you will see the two men hanging up in the tree. (Whether the Chinese invented the hangman game is quite beside the point.) But if you will look at it in a three-dimensional way, you'll immediately see that the two men are on the ground COMING toward the tree. With this illustration I hope that you'll learn the word. If you don't intend to learn, well, say hello to the Chinese lumberjacks anywây.

Mandarin **LAI** Cantonese **LOI** Rhyme with JOY

"Come road" is the source. "Later come" is afterwards. Now, to brush up your arithmetic, here is a complicated one: "Come grandson" is the great great great grandson, a full five generations apart.

The fact that the Chinese have such a term may not necessarily show us that all the Chinese live to a ripe old age, but you must admit that it indicates that they are a hopeful people.

No wonder there are so many Chinese on earth. While others raise a family, the Chinese raise five generations and heaven and earth, too!

Exclusive Interview With Missing Banker

Quailand Tom, prominent Chinatown banker and civic leader, gave this exclusive interview to East/West just prior to his "inopportune departure" from San Francisco January 7.

Tom, now wanted for questioning by the FBI regarding the missing half million dollars from the Chinatown branch of San Francisco Federal Savings and Loan Association, where he is manager and assistant vice president, is reportedly in Taiwan.

QUAILAND TOM 譚發貴

By PAUL K. HUI

"In my opinion, when people lost confidence in most currencies, except the German mark and the Swiss franc, they looked for some other form of stability. Personally, I don't want to buy gold. The strength of gold is only an illusion."

The speaker is Quailand Tom, manager of the Chinatown branch of San Francisco Federal Savings and Loan Association. Tom, one of the leading bankers in the Chinese community, joined the many economists and financiers nationwide to advise against buying gold when Americans were told last year that starting January 1, 1975, they would be allowed to buy and own the precious metal, for the first time since 1933.

Terming the investment in gold "very speculative," Tom predicted last December that the heralded Gold Rush would not come about. It hasn't. Going into the latter part of January the public's response to the lifting of the 40-year-old ban on private possession of gold is less than overwhelming. Tradings have been few and far between, according to reports from the now open gold market.

So if gold is for the King Midases, where is the average man to invest his savings? "The best investment is still in real estate," Tom offered. "Getting a bank loan is still easy and the return is good."

EXPERIENCE

Tom, who has over a decade of experience in real estate appraising and making bank loans, knows what he is talking about. He belongs to the Society of Real Estate Appraisal, a professional group with an exclusive Chinese American membership. (Jackson Hu, another respected Chinatown real estate man, is also a member.)

Tom said bank loans for property buying in San Francisco have been down in recent years—from an estimated $64 million in 1972 to $54 million in 1973 and $50 million in 1974. He said the shrinkage of the loan volume, of which his federally chartered savings and loan association contributed about 14 per cent, might be attributed to high interest rates in recent years.

"Most Chinese people think that when the interest for a bank loan is over 10 per cent it is not worth it," Tom said.

The situation, however, is improving. The lending rate is down to 9¾ per cent from as high as 11 per cent last November, according to Tom, who predicts that it will go down still more later this year.

Tom advises people who are thinking of buying property to "check around and compare prices." He said properties in the Richmond and Sunset districts, where many Chinese families have settled in recent years, are "very scarce" but still available.

Houses are generally overpriced because of the demand for them, Tom said. He said most houses in the Richmond district were old and prospective buyers should check the essentials such as the foundation, the wiring and the plumbing before agreeing to buy.

CONTRACTS

"Don't sign your name until you put all the conditions down," he suggested. Because of the very strict real estate laws in California, Tom said, once a contract is signed it will cost more than a deposit to back out of it. He said property buyers should deal with reputable brokers at all times.

Tom, 40, like most people, laments the worsening economic situation in the country, which he said was caused by the "inaction" of the Nixon administration. He believes the basic ills lie with an unsound tax structure and underutilization of domestic resources. The government must revise the corporate structure of

(Continued on page 12)

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INTERNATIONAL BANKING SERVICES—commercial letters of credit, foreign exchange transactions, foreign drafts...

ACCOMMODATION SERVICES—escrow, collections, safe deposit boxes, night depository, drive-up window, bank by mail, community meeting room...

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Quailand Tom·Manager and Assistant Vice President

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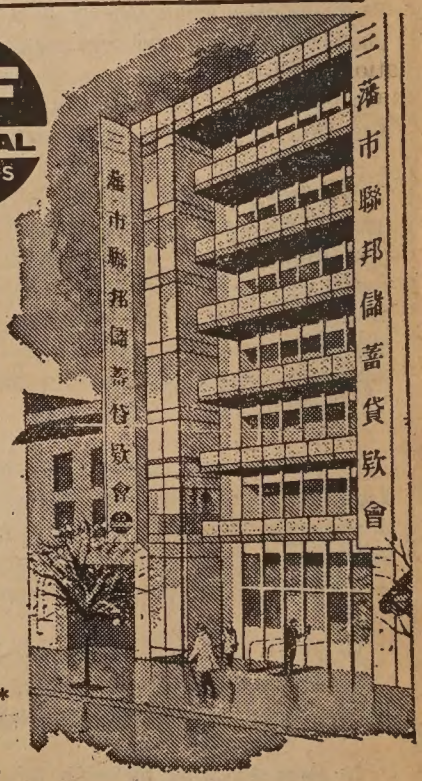
Savings accounts are insured to $40,000 by the Federal Savings and Loan Insurance Corporation. We pay the highest interest rates allowed in the United States on insured deposits, from 5.25% on passbook accounts to 7.75% on 6-year certificates of $1,000 or more.* Commercial banks are not allowed to pay these high rates. San Francisco Federal also pays interest from date of receipt to date of withdrawal and deposits made by the 10th earn from the 1st of the month.



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Quailand Tom, Manager and Assistant Vice President

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*Federal regulations require a substantial interest penalty for early withdrawals before maturity.

Affirmative Action

Mau-Mauing Discriminatory Shuck

By MABEL NG

Calling affirmative action "reverse discrimination" is "absolute bullshit," says Armado Cabezas, staff member of Asian American Service Institute for Assistance to Neighborhoods (Asian, Inc.). Affirmative action, he says, "means that employers must affirmatively look for minorities and women" to remedy past discriminatory practices in hiring and promotion.

Under a number of federal statutes, spurred by the civil rights era, public employers as well as private ones with federal contracts or 15 or more employees, are prohibited from discrimination in hiring, firing, promotion, compensation, and other terms, privileges and conditions of employment on the basis of race, sex, color, or national origin.

Discrimination, says Henry Der, executive director of Chinese for Affirmative Action (CAA), means that employers hire on "a preconception of what you are based strictly on what you look like, and the preconceptions are not accurate and in many cases, (are) demeaning."

Since the statutes, federal contract compliance agencies, equal employment opportunity (EEO) offices within companies, and the U.S. Equal Employment Opportunity Commission (EEOC) have sprung up to ensure that all those employed receive equal treatment.

EFFECTIVENESS

How effective these agencies are is questionable. Testimony given in September 1974 revealed that federal compliance agencies are "not adequately implementing the guidelines prescribed . . . for carrying out the contract compliance program."

Likewise, says EEOC, discrimination remains pervasive in "normal, often unintentional and seemingly neutral practices throughout the employment process. Employment *systems* perpetuate discriminatory effects of past discrimination, even when original discriminatory acts have ceased, and continue to discriminate daily, creating very unequal opportunities for many minorities and women."

"The Chinese are not really better off than 50 years ago," says Isabel Huie, project director of the Affirmative Action Team of CAA. An EEOC-sponsored Asian, Inc. preliminary report reveals that Asian Americans "experience substantial job discrimination" in many major industries in the San Francisco Bay Area. The preliminary results show "both low level of employment as well as indications of underemployment."

Says Der, "When we look at where the Chinese are, they're mostly secretaries or low-level clerks; there are few with administrative or supervisory capabilities who can effect changes."

The Chinese "are heavy into engineering, accounting, and service industries," says Gerald Chan, voluntary programs officer of the city's regional office of EEOC. "But they're in bad shape in managerial levels."

ARBITRARY

A reason for this "long-time professional" phenomenon among Chinese and Asian Americans, says Huie, is past discrimination. "The Chinese never had the training and the qualifications are too high-powered." Adds Cabezas, the "criteria for selecting supervisors may run into arbitrariness—how do you pin down leadership capability?"

Huie also states that Asian Americans tend to be modest: "They don't ask for promotional opportunities." Gerald Chan cautions that another reason may lie in the reluctance of Asian Americans to be mobile and relocate. Management level positions require that they do, he said.

In many fields, past discrimination has worked to exclude many Asians. Affirmative action, says Cabezas, seeks to utilize goals and timetables to bring up to par the recruitment of minorities and women in relation to their labor or population force.

If recruitment is done from the five-county Bay Area, Asians should constitute 7 per cent of the labor breakdown within a given company; if recruitment is done in San Francisco, Asians should be on par with their 17 per cent population figure, he explains. (Chinese in S.F. comprise 9.5 per cent of the population.)

Affirmative action implies an abnormal type of activity in that the employer must go out of his way to get minorities, says Cabezas. It means "you don't advertise in the traditional channels; it means you go out affirmatively to correct the problem of disparity, to the people who have direct contact with minorities."

PREFERENCE

Affirmative action also means preferential hiring, but only until the disparities are corrected, Cabezas adds. It does not mean quotas, says Der. "It's a fallacy for people to think that they'll be inundated with hordes and hordes of minorities," he states.

According to Der, affirmative action and EEO programs "with meat in them" offer relief to people denied entry to various jobs. "It's no different than if you were in a car accident and you ask for punitive damages and money for emotional pain and suffering."

Affirmative action does not stipulate a lowering of qualifications. A claim that "the best qualified be hired" is errant in that "the best qualified" perpetuates the problem of discrimination, says Cabezas. Minorities and women are not likely to be the best qualified as they lack the experience that earlier entrants into the jobs may have had.

"Affirmative action means looking for the *qualified*." It assumes that the ability to acquire the necessary skills and expertise in a reasonable time period is rightly all that is required for employment. It means that tests and requirements for jobs must be job-related, Cabezas continued.

Affirmative action is not an anti-white policy, states Der. "It merely means that when you have turnovers and promotional vacancies, minorities be given more consideration. . . . We're not asking that whites with jobs be kicked out." Adds Huie, affirmative action means "you give us time to catch up with you—it's our time now, until things are equal."

Employers have a way of playing games, says Affirmative Action Team officer Frank Chan. Employers often hire one minority and move him/her from one position to another, both lateral and upward, to make the records look good. When that minority is moved, no other minority is usually hired to replace him, he adds.

Employers who hire women and minorities often also do a double count on their statistics, Frank Chan also states. Unions too are involved in the game, in that they often pass the buck to employers for hiring discrepancies in job orders. Employers, on the other hand, say their affirmative action programs are often tied by union seniority regulations.

Many EEO offices in large companies are flak-catchers, says Der. In many ways, EEO persons hired to monitor affirmative action programs are powerless, in that they can only collect data and make sure the company is not violating federal regulations. They are not in positions to actively recruit or to get on the cases of supervisors who might be practicing discriminatory actions. "They're really just there to catch flak from minorities who come in to ask what's going on,"

Employers also often claim that the applicant flow of Chinese for jobs is nil, says Frank Chan. "We question their outreach program and their efforts—we try to put the onus of hiring back on them," adds Huie.

Both Huie and Frank Chan are part of CAA's affirmative action team, which is currently monitoring 31 industries with more than 200 employees in the Bay Area.

"If you leave them alone," says Chan, "they won't do anything."

LITIGATION

Affirmative action is apparently a better weapon in the hands of blacks than of Asian Americans. Voluntary compliance and conciliation seem no longer the trend of affirmative action, but litigation by EEOC for compliance. The shift essentially means that more "mau-mauing" on the part of Asian Americans, who usually come in on the tail of other minority groups, is needed, says Huie.

Adds Der, "The tragedy occurs when you have Chinese people believing that they're better than other minorities and that they're not being discriminated against when in fact they are being used to counteract other minority employment opportunities. Many say, 'We're not like other minorities—we don't need to shout. My boss will see what a good worker I am and give me a promotion.' Many have waited 20 years. They're producing, but not advancing."

Cabezas also points out that "an insidious kind of problem" develops when employers, feeling they've got more minorities on their staff than, say, whites, will select against the large number of minorities for certain jobs. As this bunching of minorities occurs only because "those are the only jobs open to them," Cabezas states, affirmative action also means that those jobs must be continually opened up to minorities, in spite of the desirability or undesirability of the jobs.

Says Der, affirmative action, has brought about marked improvement in the raw numbers of minorities hired, but at the same time, "we're still far away from where we should be." Although minorities are earning more today, whites are still earning more and the gap is greater.

新任人權委員會委員譚炳城。

BEN HOM APPOINTED TO HRC

Ben L. Hom, president of United Federal Savings and Loan Association, was recently appointed to the Human Rights Commission by Mayor Joseph L. Alioto.

Alioto also appointed Mary O. Ganotise, a pension analyst for the Bay Area Painters Trust Fund, to succeed Mattie Jackson, who was recently named to the Board of Permit Appeals. Rev. C. Julian Bartlett, Rev. George Bedford and Rev. Victor Medearis were also reappointed to the commission.

TACT OFFERS THREE EDUCATION AWARDS

The Association of Chinese Teachers (TACT) has established three $100 educational awards for high school seniors of Chinese ancestry. To be eligible a student must live in San Francisco, have a grade point average of 3.0 or higher, and be a graduate June 1975 with the intention of entering college in September. Deadline for applications is March 1. Applications are available at high school counseling offices.

Tax deductible contributions to the TACT Educational Awards fund may be sent to: TACT, 950 Stockton St., Suite 413, San Francisco 94108.

PORTSIDE

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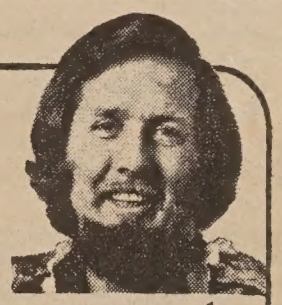
Keith Haugen on Entertainment



Asian Wood, the San Francisco group that backed heavyweight boxing contender Jerry Quarry in his singing debut on the military circuit here recently, is now at home in Puck's Pub every Sunday and Monday. In the six months since they moved to the Islands, these five young entertainers (four guys and a gal, all of Asian ancestry) have appeared at Duke's, J.B.'s, Mike's Broil, the Oyster Barrel, the Oasis and, most recently, the Naniloa Hotel in Hilo. All that besides working in Quarry's corner.

Honolulu Star-Bulletin

ASIAN WOOD SIGNS A ONE-YEAR CONTRACT WITH THE FLOATING CABARET RESTAURANT IN HAWAII . . .

ASIAN WOOD IS IN THE "OCEANIA" WITH RECORDING STAR DICK JENSEN EVERY EVENING EXCEPT MONDAYS. ALTHOUGH NO TIME OFF FOR THE GROUP . . . ON MONDAYS THEY PERFORM AT THE "PUCKS PUB" IN PUCKS ALLEY IN HAWAII. TODAY, MUSIC CRITICS ARE SAYING ASIAN WOOD, IN DUE TIME, WILL BE THE HOTTEST CHINESE AMERICAN SINGING GROUP IN THE NATION. KEEP YOUR EYES ON THIS STAR SURGING BAND.

Unemployment Insurance Payments

(*Continued from page 1*)

125 positions.

"The balance of unspent funds in the Act," according to Eunice Elton of the Manpower Council, "will be used to fill additional departmental requests for City staff positions."

How does one qualify for a public service job?

CETA

Under the new bill, which is an expansion of Title VI of the 1973 Comprehensive Employment and Training Act (CETA), preference will be given to experienced workers who have exhausted all unemployment compensation or are not eligible for it, and who have been unemployed for 15 weeks or longer.

No one can be hired to fill a position created by laying off or terminating a regular employee not supported under this Title in anticipation of filling the position with a Title VI worker, Department of Labor sources explained.

In areas of acute unemployment, however, the new act provides for a waiver of certain provisions of the old Title II bill. This would allow, if necessary, hiring persons who have been unemployed for 15 days rather than the ususal 30, without regard to career advancement, and for work on capital improvement.

But, as CAA director Der pointed out, CETA jobs must be allocated for Civil Service positions, and are budgeted and planned within the Civil Service system.

"Title VI money will be spent by the end of fiscal year 1975. What happens after they get off the city rolls?" Der asserted.

FLOODED

Robert Won, a member of the Mayor's Council, echoed these concerns at last week's meeting. "The Council has been flooded with 2,500 job requests from all city departments."

So much so that Mayor Joseph Alioto has requested a supplemental allocation from the Department of Labor (DOL) in addition to San Francisco's current grant of $6,276,666.

No end in sight for the line of job seekers at 45 Hyde Street last Thursday morning when new federally funded jobs opened up.

過千的失業人士上週四聚集在蟹街政府機構門前等候報名申請公共服務職位時攝。

Despite provisions in both Title II and Title VI prohibiting substitution of federal for local funds, however, Der expressed his concern that federal money may simply be reshuffled to cover the city budget under the current jobs program. Der noted complaints being aired by the Civil Service Employees Union at present.

At the Wednesday meeting, S.F. Board of Supervisors president Dianne Feinstein asked about provisions in the program for the city's Asian and Spanish-speaking communities, where in addition to the black community, unemployment figures are among the highest.

"How will we provide supervision for these programs?" Mrs. Feinstein asked. Few on the Mayor's Council or those present at the meeting seemed to have any answers, much less statistics on minority unemployment figures in the city.

* * *

In addition to the Emergency Jobs Act, President Ford also signed into law two other important pieces of unemployment legislation: the Emergency Unemployment Compensation Act, providing up to 13 weeks of additional unemployment insurance payments, and the Emergency Jobs and Unemployment Assistance Act, which extends those same benefits up to a maximum of 26 weeks.

The aim the bills is to provide special assistance in 1975 to workers who are currently not eligible for unemployment insurance benefits.

The latter program was triggered when the national unemployment rate for the most recent three months reached 6 per cent.

According to DOL sources, "Eligible for assistance are workers not presently covered by present state unemployment insurance laws and not otherwise eligible for unemployment insurance . . . self-employed persons are excluded from coverage under the new program."

APPLICANTS

Rich Camilli, director of the state's Employment Development Department (EDD), expects an initial surge of applicants of 150,000 to 200,000 the first week. Applications for both programs began last Monday, Jan. 6.

"These claims will be handled just as fast as possible, but it will take time to process and prepare them for payment," Camilli added.

The Chinatown EDD office indicated that another Special Unemployment Assistance Program (SUA) is available to workers not eligible for unemployment compensation or other assistance under state or federal law. Further information can be obtained by contacting the local EDD office in Chinatown (see directory).

President Ford signed the Emergency Jobs and Unemployment Assistance Act of 1974 New Year's Eve. $787 million has been released nationwide under the Act, with $88 million being held for discretionary use for especially hard hit areas. California received more than $210 million of that sum, with San Francisco getting approximately $6.2 million for 765 public service jobs.

Unemployed Bay Area residents who want to apply for a public service job should contact the following offices, according to the city or country where they live. (For other listings, contact Steve Brown, Office of Information, U.S. Department of Labor, (415) 556-3423.)

San Francisco
45 Hyde Street
Third Floor

Oakland
Oakland Auditorium
12th Street Entrance
8:30 a.m.–5:00 p.m.

San Mateo
California Employment Development Offices

South San Francisco
215 Miller Ave.

San Mateo
3520 S. El Camino Real

Berkeley
City Personnel Office
2100 Grove Street

San Jose/Santa Clara Valley
Local California Employment Development Department offices

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Explore new China in these 5 magazines from China in English. Agriculture, Medicine, Factory life, Sports, Art, Literature and much more are brought into sharp focus.

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China Pictorial, monthly, $4/year
Chinese Literature, monthly, $4/year
China's Foreign Trade, new, quarterly, $3/year

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Write for complete listing of periodicals in Chinese.

MARTIN & BROWN HAS MOVED

TO 1123 SUTTER ST.

They've affiliated with
HALSTED & COMPANY FUNERAL DIRECTORS
You can now reach Neil Brown or Victoria Ng 24-hours a day, 7-days a week at 474-2900 *or* 673-3000. Their new location, on Sutter just off Polk, has plenty of parking.

Resource Guide for Local Unemployed

By JUDY YUNG

With the national unemployment rate at its highest in 13 years—7.1 per cent, the job market is looking grimmer than ever, especially for those with limited English and marketable skills. East/West interviewed a number of community agencies and unemployed individuals to find out how best to go about finding a job.

Funded by the State, the Employment Development Department (EDD) at 661 Commercial Street is the largest public agency in Chinatown that does job placements. In the fiscal year of 1972-73, the agency found jobs for 1600 individuals. But this year, with a cut in staff, "we can only do what we can with what we have," said EDD office manager George Ogino.

In an interview with East/West, Ogino revealed that 75 per cent of EDD's clients are Chinese, many of whom have language problems or hard-to-transfer skills. EDD usually recommends that they go to night school to improve their English or try to get into a training program such as is offered at the Chinatown Resources Development Center and the Skills Center (see directory).

Job applicants going to EDD for help are first told to check the job orders on the bulletin board and to ask placement officers (nine out of ten speak Chinese) to arrange for an interview should there be an appropriate order. If there are none to fill, one can fill out an application form and hope that an appropriate opening will come up soon.

REALITY

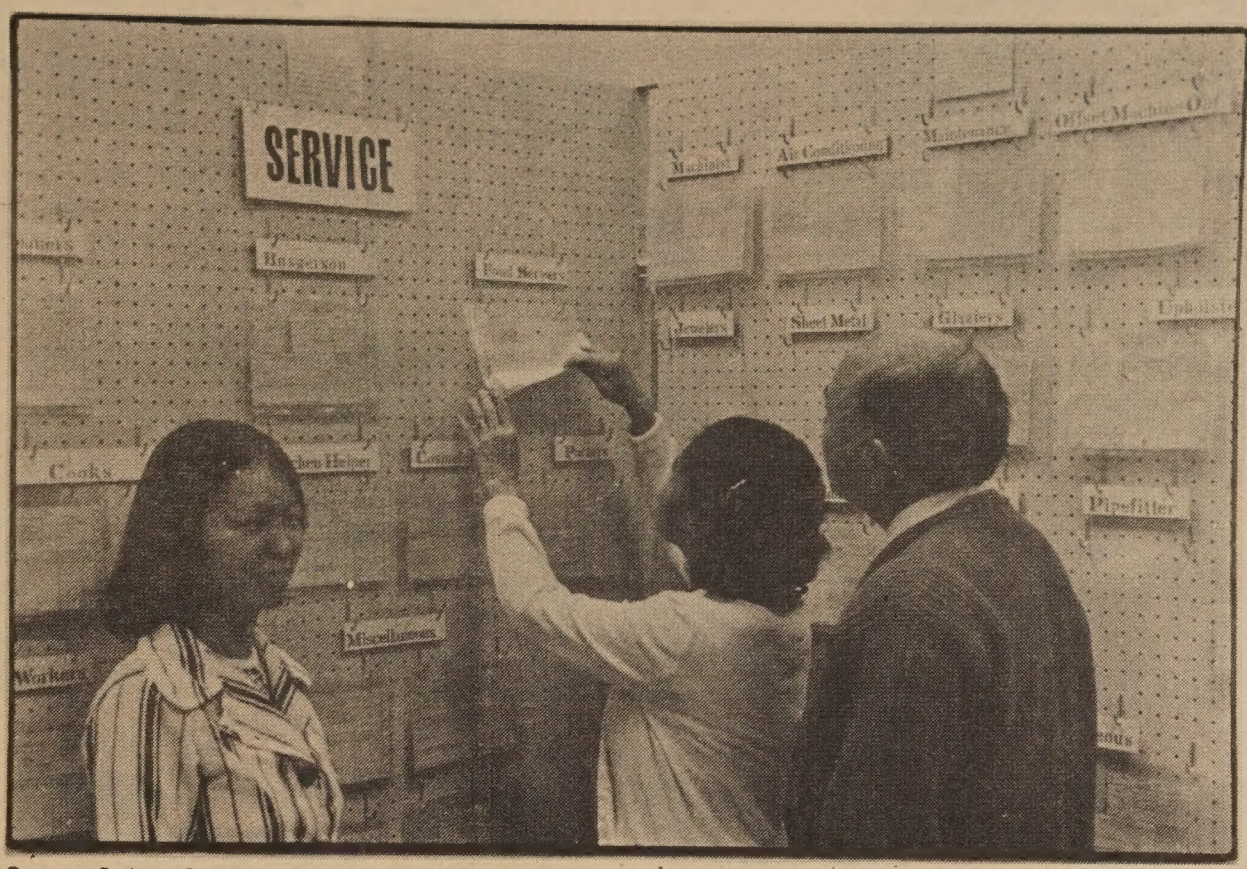
Job placement officers at EDD pride themselves on telling clients the facts of the situation. Said one officer, "I tell them to look at the requirements, not just the salary. They must realize they're (newcomers to America) in a different world and have limitations."

Another EDD interviewer said he will tell clients to go on welfare if they qualify or ask relatives for help if there is no other way.

In the past, criticism has been directed at the discourteous treatment of clients by EDD staff. But Ogino said, "It is not a problem as far as I know." He said the subject had been discussed at staff meetings and that the one staff member who had been guilty of insensitivity in the past has been dealt with. He then showed East/West the results of a questionnaire that was answered by EDD clients between September and December, 1974, that indicated satisfaction with the courteous attention clients were receiving.

The questionnaire results also showed that reasons for non-hiring included language barrier, low wages, over-qualification, lack of appropriate background, and no local experience.

From interviews with a number of unemployed individuals, similar reasons were raised. One graphic arts graduate of the Art Institute was unemployed for one year. When referred to jobs by EDD and the Chinese for Affirmative Action Skills Bank (see directory), he found he lacked experience. He finally landed a job through the Mayor's Office of Manpower (see "Federal Aid" article on page 1).



George Ogino, Chinatown EDD's office manager, supervises an updating of the agency's job order bulletin board while EDD staff member Jan Chan smilingly encourages job seekers to scan the orders.

(Connie Hwang photo)

禤尾愼街的加州就業發展部華埠北岸區分署主任荻野及該署職員陳珍妮指導求職者查閱報告板時攝。（黃康寧攝）

HONESTY

With a master's degree in statistics, case study #2 was unemployed for two years. From Taiwan, his problem was his limited English and "honesty" in answering questions at interviews. When he tried to apply for an EDD job order, he was told by an EDD staff member he didn't qualify although he thought otherwise. He found no help from employment agencies and resorted instead to spending $300 to have 400 resumes typed up by a private firm and to use this firm's business directories (which are also available at the public library), but he received no replies to his resumes. Finally, he found a job in Santa Barbara through a cousin.

Case study #3 came from the Philippines three months ago and has been looking for a job since. She speaks several dialects of Chinese, Tagalog, and English and was a "Girl Friday" for a watch company in the Philippines. She said she's submitted 30 applications and has been interviewed 20 times in the last three months. But in her forties, with no local experience, and a low typing speed of 45 wpm, she has been unsuccessful in landing a clerical job.

Case study #4 is from Hong Kong, where she did marketing research. Bilingual and with a B.A. in the social sciences, she has been job hunting for three months. In a number of interviews for clerical work, she has been told that her typing speed is too slow and that she is overqualified. Presently, she is hoping to hear from the Mayor's Office of Manpower (see "Federal Aid" article on page 1) on an eligibility worker position.

Case #5 is also from Hong Kong, where he worked as manager in a family appliance business. But he can't speak English. For six weeks, he was unemployed and relied on friends and EDD to find him a job. Through a referral from the Oakland Chinese Community Council (see directory), he found a job with a Chinese-owned TV shop moving crates and delivering sets. He was later laid off, but with his experience he easily found another job with General Foods maintaining equipment.

ADVICE

In talking with job counselors in various local employment agencies, the following advice was given to Chinese seeking employment:

"Seek to learn English and improve your skills."

"Think American and compete in the American style. Adopt the interviewee mentality: sit up straight, look the interviewer in the eye, and be prepared to spiel out your biography."

"Be more aggressive and confident in interview situations. Don't be modest about talking about your experiences and abilities. Make an effort to communicate your skills to the interviewer."

"Do not demean yourself and apologize for what you can't help."

"Know about the job you're applying for. Dress for church and bring all the necessary documents. Be attentive and pleasant."

"Try all resources. Don't let preconceived notions of jobs stop you."

* * *

The following is a listing of employment agencies, public and private, in the San Francisco Bay Area that have bilingual personnel to help Chinese seeking jobs. For those living outside the Bay Area, check in your community for similar services.

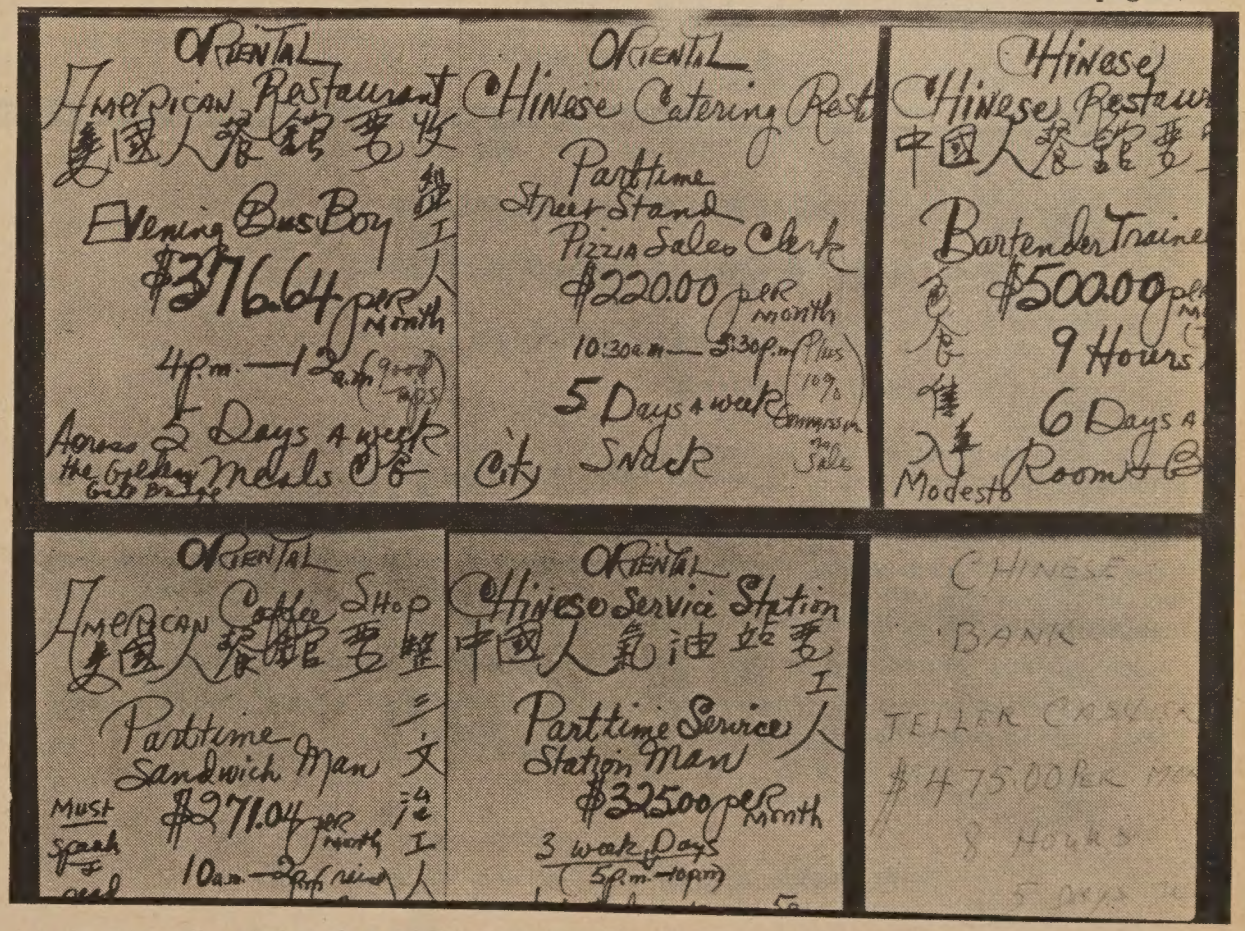
Apprenticeship Opportunities Foundation
1182 Market St., Rm. 311
San Francisco
621-9712
Mon.-Fri., 8 a.m.-5 p.m.
Counseling, tutoring, and follow-up for minorities between 18 and 31. Classes in carpentry, plastering, electricity, etc.
Funded by Dept. of Labor. Services free.

Chan Employment Agency
709 Clay St.
San Francisco
397-2560.
Mon.-Fri., 9 a.m.-5:30 p.m.
Job placement in general areas, but particularly in restaurants locally and out-of-town.
Fee: 12½% of first month's salary.

Chinatown Resources Development Center
615 Grant Ave., 4th Floor
San Francisco
391-7583
Mon.-Fri., 9 a.m.-5:30 p.m.
4/4 training program: English as a Second Language and job related training in class plus a number of hours on the job market exposure site; 50% of jobs are clerical, others unskilled or semi-skilled jobs; 40 hrs. stipend offered for 20 wks. To qualify, must be within poverty guidelines. Job counseling, placement, and follow-up. Basic Eng. classes on continuous basis morning, afternoon, evening.
Funded by Department of Labor's Manpower program. Services free.

Chinese Center Employment Agency
838 Washington St.
San Francisco
362-4782
Mon.-Fri., 9 a.m.-5 p.m.

(*Continued on page 8*)



Jobs for sale on the window of one of Chinatown's private employment agencies. (Connie Hwang photo)

華埠某私家職業介紹所張貼的請人卡片。（黃康寧攝）

(Continued from page 7)

Job placement in general areas locally and out-of-town. Job counseling.
Fee: 13% of first month's salary. (Money back if one doesn't take job.)

Employment Development Dept.
(*State of California*)
669 Commercial St.
San Francisco
433-0575
Mon.-Fri., 8:30 a.m.-4:30 p.m.
Job placement and counseling.
Services free.

Human Rights Commission
1095 Market St., Rm. 501
San Francisco
558-4901
Mon.-Fri., 9 a.m.-5 p.m.
Recruit for jobs in Civil Service, private industries (hotels, restaurants, college campuses), and Comprehensive Employment and Training Act program (CETA: clerical, health, professional, security, service).
Services free.

Oakland Chinese Community Council
257 Eighth St.
Oakland
839-2022
Mon.-Fri., 9 a.m.-5 p.m.
Concentrates on job development and job placement for foreign-born Chinese.
Job counseling and follow-up.
Services free.

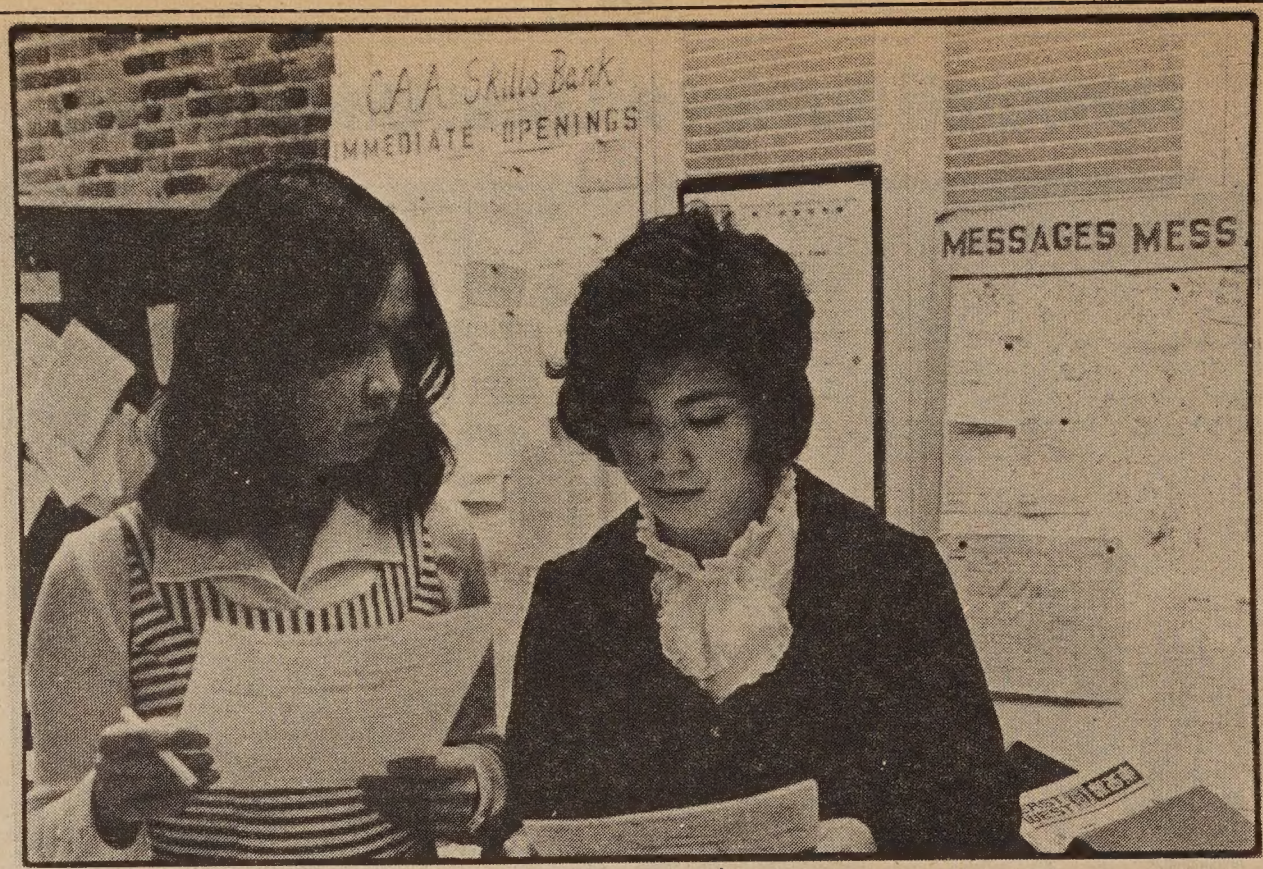
Skills Bank (*Chinese for Affirmative Action*)
669 Clay St., 3rd Floor
San Francisco
398-8212
Mon.-Fri., 8:30 a.m.-5:30 p.m.
Provide job listings in areas of clerical, social services, Civil Service, health care, education, business and management, media, technical, professional and non-professional. Job counseling if needed.
Services free.

Skills Center
1311 Sutter St.
San Francisco
441-0850
Mon.-Fri., 8 a.m.-5 p.m.
Training classes in areas of English as a Second Language, clerical, office machine repair, household appliance repair, auto body, auto mechanic, licensed vocational nursing, psychiatric technology, bank teller, insurance, and home health aid; job placement and counseling; stipends. To qualify, must be within poverty guidelines, permanent resident (refugees okay).
Services free.

State Dept. of Rehabilitation
515 Van Ness Ave., Rm. 501
San Francisco
557-2157
Mon.-Fri., 8 a.m.-5 p.m.
Provides vocational counseling, training, physical and mental restoration, supplemental allowance, placement and follow-up to those with a physical or mental disability, a substantial handicap to employment, and a reasonable expectation of employment upon completion of the program. Factors to be considered in substantiating disability include medical, psychological, vocational, educational, cultural, social, and underemployment.
Services free.

Veterans Administration
211 Main St.
San Francisco
556-5193
Mon., Wed., Fri. 1-4:30 p.m.
Job counseling and placement for veterans.
Services free.

Vocational Innovations Project
828 Harrison St.
Oakland
763-6480
Mon.-Fri., 8:30 a.m.-4:30 p.m.
Provides training classes in improving English and clerical skills, with stipends. Job counseling, including pre-employment orientation and help on interviewing, and job placement. Qualifications: resident of Oakland, some education background and work experience, some spoken English.
Services free.



Two job applicants make use of the Chinese for Affirmative Action Skills Bank at 669 Clay St. (Connie Hwang photo)

兩名覓職者到企李街六六九號三樓的華人就業協進會求助時攝。（黃康寧攝）

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CHINA BUILDS MORE COAL SHAFTS

PEKING — More than 60 pairs of coal shafts were built in China last year, according to Peking Review.

The new coal shafts are located mostly in the east, central-south and northwest provinces, where there has been little coal production in the past.

PROGRAM NOTES

The Tube

WED., JAN. 15, 9:20 P.M.
KQED, channel 9: Frank Chin's "Year of the Dragon." New York American Place Theatre production, featuring Conrad Yama, Pat Suzuki, and George Takei.

THURS., JAN. 16, 9-10:30 A.M.
KGO-TV, channel 7: Tony Wing teaches tapdancing on "The Morning Company" show.

THURS., JAN. 16, 9 P.M.
KQED, channel 9: The Japanese Film features "Ugetsu." Host: Edward O. Reischauer; guest, Howard Hibbett, professor of Japanese literature at Harvard.

FRI., JAN. 17, 6:30 A.M.
KGO-TV, channel 7: Law for the 70's presents program 49: "Immigration and Naturalization"—background of the immigration laws, quantitative restrictions and quota limits to enter the U.S.

SAT., JAN. 18, 9:30 A.M.
KTVU, channel 2: "Asians Now!"—News, cultural events and services of interest to the Asian community. Today's program in Korean.

SAT., JAN. 18, 7:30 P.M. [L.A. only]
KNBC, channel 4: "March Fong: The People's Choice," a 30-minute KNBC special on March Fong, newly elected California Secretary of State.

SAT., JAN. 18, 7 P.M.
KGO-TV, channel 7: East/West, Philippine News, and Hokubei Mainichi, three ethnic newspapers, are featured on "It's About Time," hosted by Gerri Lange.

MON., JAN. 20, 9-10:30 A.M.
KGO-TV, channel 7: Tony Wing teaches tapdancing on "The Morning Company" show.

Silver Screen

NOW THROUGH JAN. 21
"The Swordsman and the Pirate" and "Hoodlum Soldier" episode: "The Million Dollar Box." Kokusai Theater, 1700 Post St.

NOW THROUGH JAN. 21
"Introduction to the Enemy," produced by the Indochina Peace Campaign, low-key 60-minute documentary made in 1974, and "Broken Treaty at Battle Mountain," documenting the struggle of the Shoshone Indians, a prize winner at the International Documentary Film Festival (Nyon, Switzerland) and at the 1974 San Francisco Film Festival. Surf, Irving at 46th Avenue.

Airwaves

REGULAR FEATURES:

WED., 7:30-8:30 P.M.
KPFA-FM, 94.1: "Third World News," with 15 mins. on China/Chinese community.

MON., 7:30 P.M.
KPFA-FM, 94.1: Chinese Youth Voice. Broadcast in Mandarin and English including news, music, plays and comments about Chinese history and current events.

SUN., 11:30-11:45 P.M.
KFRC-AM 610: "Dupont Guy."

MONDAYS, 9:30 P.M.
KQED-FM, 88.5: Chinese Community Hour. News, music and features in Cantonese, produced locally.

Asians Need Fictional Seniority in Trade Unions

By RICHARD SPRINGER

Cracking the construction union's membership barriers has been a slow, difficult task for Asians in the Bay Area. But membership in a union is no guarantee of a job, particularly in the current economic quagmire.

"Construction was real bad last year and we weren't able to place many people," complains Curtis Jung, recruitment specialist for the Apprenticeship Opportunities Foundation (AOF), an affirmative action program that tries to place minorities in the construction trades.

But getting Asians into the unions still remains the first hurdle. One problem is the unions' seniority system, which gives hiring priority to members who have been with the union the longest, and in most cases, this means the white males.

As recently as Friday in U.S. District Court, Judge Alfonso J. Zirpoli upheld the last-hired, first-fired seniority clause of the United Auto Workers union and refused to stop the layoff of all 441 women assembly workers at the General Motors plant in Fremont.

WATCHDOG

The Human Rights Commission (HRC) is supposed to be an affirmative action watchdog over San Francisco building projects. According to a November HRC report, Asians held less than four per cent of the construction jobs in City-funded projects and Chinese held about two per cent, although Asians are estimated to be about 15 per cent of the City's population and the Chinese are probably pushing 10 per cent, up from 8.2 per cent in 1970. However, according to HRC affirmative action officer Stanley Lim, his agency is helpless when it comes to dealing with unions, since HRC's non-discrimination contract deals only with the contractor, not the unions.

According to black lawyer William Gould, who has been fighting the industrial seniority system since 1966, minorities are kept from advancing to better paying jobs by the unions' practice of forbidding the transfer of seniority from one job to another, even with the same company.

Gould, who has action pending in local court against the Teamsters Union, feels that minorities should be given credit for the time they spent subject to union discrimination. He argues that the court should "create 'fictional seniority'—seniority predicated on the time that should have been theirs had they not been discriminated against by the unions."

Another method used by some unions to protect their members is the "A" and "B" cards or lists. Minorities, recent hires, find themselves on the bottom of the "B" list totem pole when referrals come out of the hiring hall and thus are kept from higher paying jobs, says Gould.

"A" LIST

The International Brotherhood of Electrical Workers (IBEW), Gould maintains, has four separate lists, with the long-time union members on the "A" list. According to a 1973 U.S. Equal Employment Opportunity Commission (EEOC) worksheet, the local IBEW union, #6, has 67 Asians among its 1950 workers.

The EEOC has been taking action against unions and companies "who have resisted equal opportunity employment." One case which is near a negotiated settlement is the Plumbers Local #38, which reported 24 Asians out of 2800 members in 1973.

Acklin Thibeaux, director of AOF, puts his finger on the government for being too lax in prosecuting recalcitrant contractors who "don't live up to their commitments" to equal opportunity employment and who fail to diligently look for minority recruits.

On the positive side, Jung feels that people who come to AOF for tutoring do achieve success eventually. In a recent cement mason exam, says Jung, out of 72 who made the list, six Chinese ranked 9, 10, 27, 35, 36 and 53. Out of 120 on the sprinkler-fitters new list, 26 are Chinese with four in the top 20. Two have already been hired.

The iron workers union took applicants recently on a first-come, first-served basis with the Graduate Educational Development exam as the only requirement. AOF had their trainees camping out on the iron workers' doorstep two days before the sign-ups. They got 12 of their members on the top 20 and the sixth on the list was Chinese.

HOPE

Jung looks hopefully toward the proposed Chinese Hospital outpatient clinic and the Stockton/Sacramento and Notre Dame housing construction, projects aimed primarily for the San Francisco Chinese community, to help channel more Chinese into the construction unions.

The Yerba Buena project, the long-delayed, proposed convention center south of Market Street, is another favorable sign for the construction industry. But Thibeaux is hopping mad over a recent decision by the Redevelopment Agency and the Human Rights Commission to work through a group called the San Francisco Minority Coalition (SFMC) to establish hiring lists for the Yerba Buena project.

Thibeaux believes the Coalition is "making demands that cannot be met," and he wonders about his credibility with the minority persons who have been working through the AOF for some time, expecting some priority in union hiring. "We're going to fight it," he says.

Reacting to Thibeaux' anger with pique of his own, Wilbur Hamilton, deputy executive director of the S.F. Redevelopment Agency, says that SFMC was drawn up carefully with broad ethnic and neighborhood participation.

He defends the Agency's and the HRC's expertise in the area of affirmative action and points out that it is truly a city-wide project, since there is no resident community in Yerba Buena.

Henry Der, executive director of CAA, an affirmative action organization in Chinatown, says he doesn't care which organization develops the hiring list, just so Chinese in San Francisco get their fair share of the jobs and make headway against union discrimination. His advice is to "sign every list you can."

Asian American Studies—Ethnic Studies Department, University of California, Berkeley, has openings 1975–1976 for one-year appointments as Lecturers, salary range $11,640–$26,508, and for ladder rank faculty at Assistant Professor, range $12,800–$15,100. Exceptionally qualified candidates can be considered for higher level tenure appointments. Asian American Studies is especially interested in candidates who can teach Japanese American History and Asian community research courses. Submit vitae, list of publications, research plans, and other pertinent information such as Asian American community involvement by February 15, 1975, to:

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SECRETARY, Drug Education Dept., Start Center. Must have combination equivalent to graduation from high school, two years of stenographic or secretarial experience, dictation rate of 100 wpm, typing 60 wpm. Apply to Classified Personnel Office, 900 High St., Oakland, Ca. 94601 by Tues., Jan. 21.

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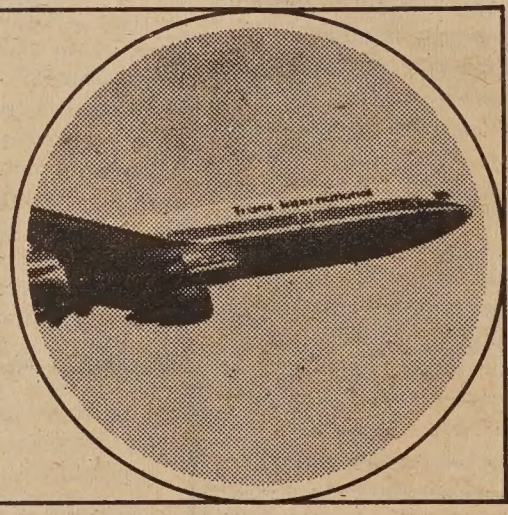

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EVENTS:

NOW THROUGH JAN. 23
"Neighbor," photo exhibition by eight Asian American photographers, at Jackson Street Gallery, 565 Jackson. Info: 982-7425.

NOW THROUGH JAN., 10 A.M.-5 P.M.
Exhibition: early Chinese bronzes at the Asian Art Museum of San Francisco, Golden Gate Park. Info: 558-2993.

JAN. THROUGH MARCH, 10 A.M.-5 P.M.
Rotation of Chinese paintings at the Asian Art Museum of San Francisco, Golden Gate Park. Info: 558-2993.

TUES.-SAT., JAN. 15-31, 1-5 P.M.
Batiks by Raymond Takahashi and photos, drawings from Hong Kong by Sue S. Chin at Lucien Labaudt Art Gallery, 1407 Gough St., between Sutter and Post. Info: 567-1850.

THURS., JAN. 16, 7:30 P.M.
Organization of Chinese Americans of Southern Alameda County's contemporary Chinese American series featuring Ben Tong, clinical psychologist, at Fremont Bank, 39150 Fremont Blvd., Fremont. Cost: $1 general, 50 cents students. Send name, address and check to OCA, 2191 Mowry Ave., 500-A, Fremont, CA 94538.

FRI. & SAT., JAN. 17 & 18, 7 P.M. SUN., JAN. 19, 3 P.M.
Slide show: "New China's Industrial Development" and scenes of Kwangsi, talk by Maurice Chuck, editor of San Francisco Journal, who recently visited China, at the Asian Community Center, 846 Kearny St. Info: 397-0629.

SAT., JAN. 18, 3-6 P.M. (video tape); 8-11 P.M. (16mm & Super 8 films)
"Gold Mountain on the Silver Screen," Asian American expressions on film and video tape, at Jackson St. Gallery, 565 Jackson St.

SUN., JAN. 19, 1:30 P.M.
"Bilingual Education," sponsored by The Association of Chinese Teachers (TACT) at the Chinese Culture Center, 750 Kearny St. (includes skits, displays, discussion).

MON., JAN. 20, 7:30 P.M.
Chinese shadow plays and songs by Enchanting Shadow Productions at the Lurie Room, Main Library, Larkin and McAllister sts. Free.

FRI., JAN. 24, 7 P.M.
"The Great Chinese-American Expose," a readers' theater interpretation of Chinese-American identity by the Kaan Players at the Lurie Room, Main Library, Larkin and McAllister sts. Free.

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Fighting Racial Discrimination

By JUDY YUNG

A Chinese busboy at a restaurant works four full days with the understanding that he would be paid for three and one-half days. His check arrives with payment for only three days.

A Chinese aircraft engineer is passed over for promotion even though he scored highest on the qualifying examinations.

A Chinese draftsman was laid off after almost 16 years of service to the company. Along with his job he lost various benefits and leaves that he had accumulated over the years.

A Chinese scores the highest for a State Civil Service job but is unable to secure a position because of allegations that he had signed his own medical forms.

These are but a few of the many discrimination cases being combated by Chinese for Affirmative Action (CAA), a community-based, voluntary membership organization in San Francisco devoted to the civil and equal employment rights of Chinese in America.

PRESSURE

In some cases, such as in the restaurant case mentioned above, communication on the part of CAA to management will often solve the problem at hand. In the case of the mechanic, additional pressure had to be applied through writing Congressional representatives to bring about action that would resolve the case.

In other cases, such as the draftsman case, complaints have to be filed with government agencies such as the Equal Employment Practice Commission (EEOC), the Department of Labor, and the Fair Employment Practice Commission (FEPC).

In the case of the State Civil Service applicant, a letter of complaint was sent directly to the State Employment Development Department in Sacramento. They responded promptly and assigned someone from their office to facilitate the medical form for certification. The applicant was asked to send the forms directly to Sacramento instead of to the local office.

According to Judy Woo, administrative assistant at CAA, it is difficult to get people to talk about their work problems. In most cases, clients who do finally come to CAA for help do so in a state of fury.

"They've put up with too much; and it took the final straw to get them to act," she said.

INTERVIEW

An interview is conducted first at CAA to determine what the problem is.

"If we feel that the client, as a minority, has been singled out and treated differently as compared with other employees, we then have a case of racial discrimination," she said.

The next step is then to inform the client of his/her possible courses of action and to encourage him/her to take action.

If it is a case of discrimination, CAA will complain to the employer and try to reach some agreement on behalf of the employee. If that doesn't work, the client is encouraged to file a complaint with EEOC, FEPC, or Human Rights Commission (HRC), federal, state, and city agencies respectively which are responsible for investigating discrimination cases.

In the case of Civil Service workers, the complainant must address his/her grievances through an internal complaint procedure. "It is hard to pinpoint discrimination in Civil Service cases," said Henry Der, executive director of CAA, "since the 1964 Civil Rights Act does not consider government as an employer." However, he continued, by the surprising increase in number of job discrimination complaints from Civil Service employees, it can be said that the federal, state and local governments are just as guilty of shutting out minorities through examinations and other qualifying tests.

WORKING RIGHTS

If the problem is the violation of basic working rights, CAA staff will counsel the client to go through the union or company's grievance procedure or if necessary, to file complaints with the National Labor Relations Board (federal) and the Labor Law Enforcement Division (state).

Should legal assistance be needed and the client cannot afford an attorney, he/she is referred to the Neighborhood Legal Assistance Foundation or the Asian Law Caucus.

The important thing to emphasize, especially to Chinese workers who are afraid of causing "trouble," says Woo, is that it is the worker's lawful right to defend him/herself against employment injustices.

"By acting, the worker is not acting personally against the employer," she said. "Rather, he or she is helping him/herself as well as others."

TAIWAN CONCERNED WITH RICE OUTPUT

TAIPEI — According to Robert Lee of the Joint Commission on Rural Reconstruction, the government will place a high priority on rice production.

He said that in the face of a worldwide shortage of food, the people in Taiwan are better off because of government measures designed to speed up rural reconstruction. $50 million will be made available for agricultural projects this year.

DOW-SHELL TABLES HONG KONG PROJECT

HONG KONG — A Dow Chemicals-Shell consortium abruptly tabled plans for a $1.2 billion oil refinery and petrochemicals project on Lamma Island. The group claims that the project would not have paid its way before 1985 because of slower growth ir demand for oil and oil by products.

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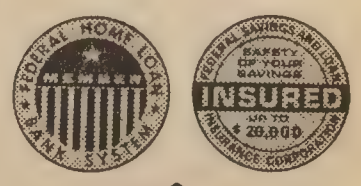

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LA CHINATOWN

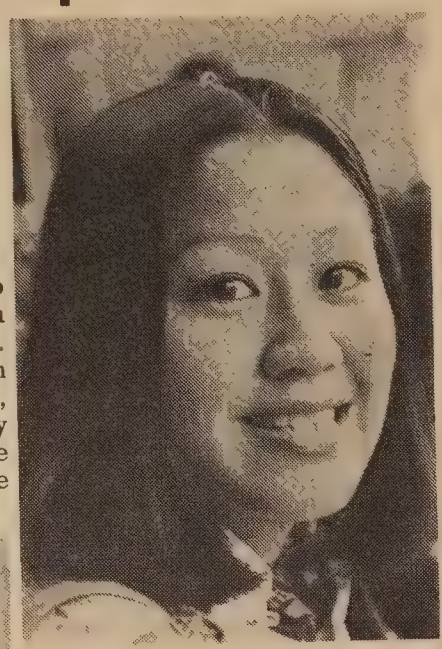
Students Speak Their Minds on the Job Market

TEXT AND PHOTOS
BY WALTER LOUIE

The following students at San Francisco State University were asked: "What kind of job will you be looking for after graduation?"

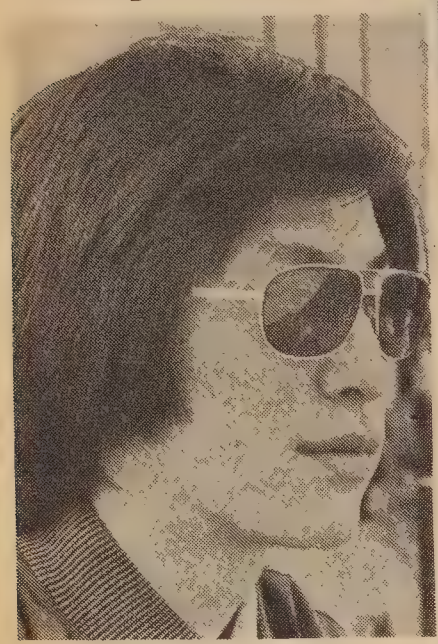
Elena Young
Communicative Disorders

I don't know if I can find a job that easy, but I will try to find a job related to my field of interest. I will have to get a master's in speech pathology to get a job, though I've been told by my teacher that I have an advantage over others in my field, because I'm bilingual.



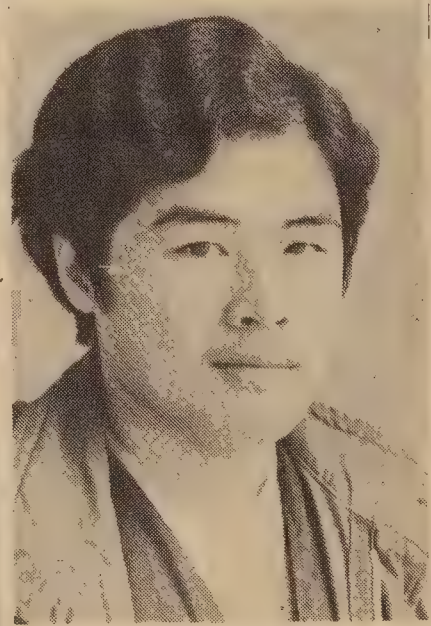
Mike Yamaura
Biology/Pre-Dental

Getting into the dental profession would assure me of a good income, but I'm not sure if I want to go through with it. Times are getting hard and there's too much competition. There's also not many openings with a biology major, and that's why I'll probably change over to a business major. There isn't as good an income in business, but there's a better chance of getting a job after school with a business major than there is with a biology major.



Kerwin Jeung
Design & Industry

It's not going to be easy to find a job. Still not sure what I want. I have an AA degree in Chemical Technology, and if I really needed a job, I probably could get one in a chemical lab, but I'm working for a bachelor's in design and industry. There's more choices in a design major, and I figure the more education I have, the better the chances are of getting a job.

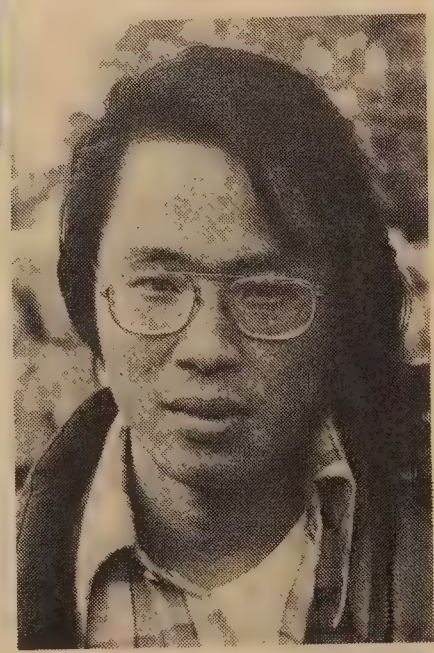


Priscilla Shee
Home Economics

I plan to go into fashion merchandising and become a fashion buyer. I think my chance of getting a job is pretty good, and I really don't expect any problems in getting a job along my interests. Not too many people have a college background in this field.

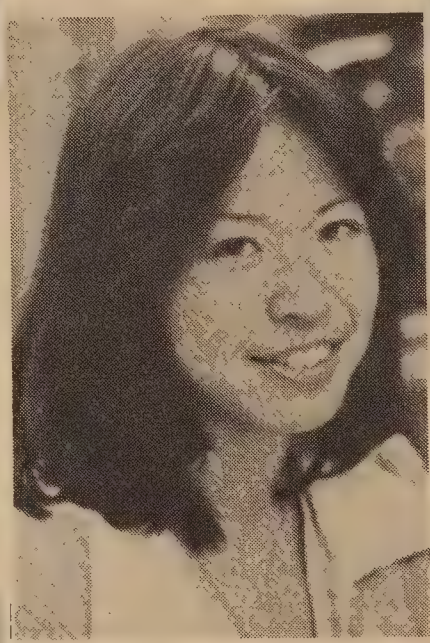
Mike Yuen
Accounting/World Business

I'm not getting a degree to get a job, but to discipline myself. Accounting trains you to be cost-conscious. I plan to open my own business; that's the only way to go. I'm not really sure what kind of business yet, but if I opened my own business, I would utilize everything I learned here. If I went for a job in accounting, I would use only about 10 per cent of what I learned.



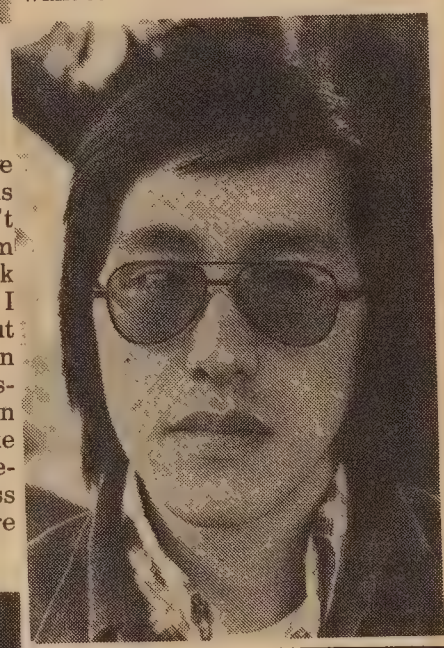
Sharon Uejo
Elementary Teaching

People aren't having as many children now, and getting a teaching job is really hard. That's why I'm going into special education to teach handicapped children. I think my chances of getting a job in a private institution are probably better than to go into a public system. I would probably also have to leave the Bay Area for a job. Being a woman and a minority would be an advantage in getting a job, or at least I hope so.



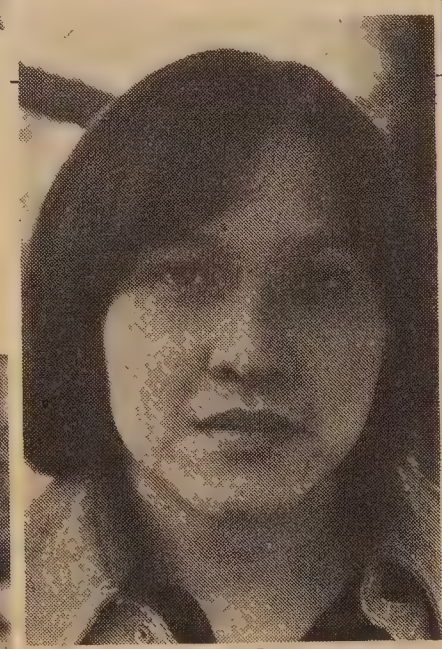
Joyce Owyang
Commercial Artist

Job opportunities in art don't seem very good, but when I graduate, I know I don't want a job as a secretary. My parents don't want me to go into art, but I can see a future in art and I'm not really worried about it. You have to be very aggressive and pushy to get a job. School is important to learn the technical aspects and to develop a good portfolio. If the economy gets any worse, jobs will really be getting harder to get, but I'll still try to get an artist job, because I know I don't want to be a clerical worker.



Peter Wong
General Management

Education didn't teach me much about people. Everything is from the books, and you don't have to deal with people. I'm working as a grocery store clerk now, and what I learn at school I really can't apply at work. But I'm staying in school for my own satisfaction and it is more prestigious to have a degree when you get out. After school I'd like to start my own business, because if you can get into business for yourself, there are a lot more rewards than just monetary.



David Gee
Personnel Industrial Relations

Trying to look for a job will be pretty hard, especially for Asians and other minority groups. If jobs get scarce, the whites will probably get the jobs, especially the jobs in management. The problem with just getting a degree is that it only means you have learned the facts; what it doesn't teach you is how to deal with real people.

Banker

(*Continued from page 4*)

the big companies and plug the tax loopholes, he said.

President Ford has forecast better days to come in 1975 but Tom says he sees no concrete programs to convince him. "The government must create public service jobs . . . and take care of the unemployment situation. Americans don't like handouts; they want to work," Tom observed.

He also said the government must force the federal reserve to release more money to help the auto and housing industries, which he called most vital. "They will affect the economy if they are not healthy," Tom ssaid.

In times of inflation and recession running rampant at the same time, Tom said deficit in government spending is not important in the short run, but defense spending and the federal bureaucracy should be cut.

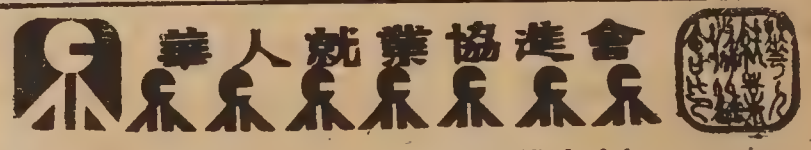
BANKING TIPS

On other matters related to banking, Tom said:

• The recent enactment of a law that doubled Federal Deposit Insurance Corporation coverage for each deposited account from $20,000 to $40,000 will encourage more savers to consolidate their accounts. Instead of spreading their savings, depositors will feel secure in keeping their accounts at one or two banks only.

• San Francisco Federal Savings has about $78 million of savings accounts opened by Chinese. This figure is tops among Chinatown banks and savings institutions. Banks are increasing their interest rates to attract more savings deposits.

• More minority-owned and Chinese-owned savings and loan associations opening up in the community is a good thing. The new institutions mean more convenience for local residents to satisfy their banking needs and create more jobs for people within the community.



Chinese for Affirmative Action has been notified of these openings:

Field Representative — BA required, 2 years experience in one or in a combination of: (1) social work, probation work, or related; (2) improving intergroup relations or improving police-community relations, housing, employment or educational opportunities for minority groups. Driver's license required. $1071/month. Deadline: 2/12/75.

Counselors (4) — Experience with youth, ability to work with diverse ethnic groups, and knowledge of Oakland. Experience with youth employment programs and bilingual and bicultural preferred. $13,000/year.

Deputy Director — Qualification is the same as counselors (above). $15,000/year.

Civil Rights Workers (2) *and Communications Advocacy Specialist for CAA* — Deadline extended until 1/22/75.

For more job listings and information, please visit CAA Skills Bank, 669 Clay St., S.F., 398-8212.

GOLF PRO TO TEACH MOROCCO KING

TAIPEI — Veteran pro golfer Lu Liang-huan has been invited by King Hassan II of Morocco to give the monarch a week-long course. Lu said that he will fly to Morocco in March. Sources close to the golfer said the instruction fee is around $12,000. Lu will play in the British Open, World Open and the Masters Tournament in the U.S. this year.

就業指南

三藩市灣區有很多雙重語言的職業介紹所，可以幫助華人找職業。有些機構是政府設立的，也有私人經營的。現在將各機構的名稱，地址和它們所擔任的工作盡列於後，以供各讀者參考。

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三行職業機會基金會——聯邦勞工部資助機構，指導，輔助及訓練由十八至三十一歲的少數民族參加木工、電器及泥水等工作。免費服務。

地址：瑪結街一一八二號第三一一室。電話：六二一—九七一二。

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秀軒職業介紹所——介紹各行業職位及本市和外埠的餐館工作。收費：第一月薪金之百份十二點五佣金。

地址：企李街七〇九號。電話：三九七—二五六〇。

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華埠資源發展中心——聯邦勞工部人力計劃資助機構，申請人須符合入息規定。四四訓練計劃包括教室上課及在職訓練擔任文書及其他技術性或半技術性工作。訓練員可在訓練期間二十週內獲每週四十小時的生活津貼。另設有就業指導及英語班等。服務免費。

地址：都板街六一五號四樓。電話：三九一—七五八三。

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陳夢鰲職業介紹所——介紹本市內及外埠各行業工作並有就業指導。收費：首月薪金之百份十三佣金。

地址：華盛頓街八三八號。電話：三六二—四七八二。

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加州職業發展部（華埠北岸區分署）——指導及輔助就業。服務免費。

地址：襟尾愼街六六九號。電話：四三三—〇五七五。

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人權委員會——介紹各階級公務員職位及私營機構（酒店、餐館、學校等）及聯邦綜合就業訓練法案屬下的各種文書、保安及服務工作。免費服務。

地址：瑪結街一〇九五號第五〇一室。電話：五五八—四九〇一。

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華人就業協進會——介紹各項文書、社會服務、工務員、醫療服務、教育、商業管理、傳播、科技、專業及非專業性職位。並有就業指導。免費服務。

地址：企李街六六九號三樓。電話：三九八—八二一二。

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技能中心——設有英語班、文員班、機器修理班、護士班、精神病治療學班、銀行收支員班、保險業訓練班和家庭健康輔導班等。參加以上課程是有薪金的。該處還設有就業指導。凡家境貧窮的永久居民或者難民都有資格參加。免費服務。

地址：三藩市失打街一三一一號。電話：四四一—〇八五〇。

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州立復原部——設有就業指導及職業訓練班。幫助身體或心智有疾病的人復原及找尋工作。免費服務。

地址：三藩市闊街五一五號五〇一室。電話：五五七—二一五七。

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退伍軍人管理署——就業指導並幫助退伍軍人就業。免費服務。

地址：三藩市冥街二一一號。電話：五五六—五一九三。

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職業革新會——設有英語訓練班及文員班，都是有薪金的。就業及見工指導。凡稍有文化背景及工作經驗的屋崙居民都有資格參加，免費服務。屋崙夏里臣街八二八號。電話：七六三—六四八〇。

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屋崙華人服務社——職業發展及介紹工作給非土生華人。設有職業指導。免費服務。

地址：屋崙八街二五七號。電話：八三九—二〇二二。

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凡對公共服務職位有興趣的灣區居民，可到後列就近機構報名申請。其他地區居民欲得詳細地址請電勞工處，詢問處電話：（四一五）五五六—三四二三。現將灣區各報名處地址列下：

（三藩市）蟹街四十五號三樓。

（屋崙）屋崙大會堂，十二街入口。

（山瑪刁縣）南三藩市——加州就業發展部，米勒大道二一五號。

山瑪刁市——南愛加緬奴里奧三五二〇號。

（卜技利）市立人事部，高魯夫街二一〇〇號。

對讀者說的幾句話

這一年來，東西報職員在低薪或義務情況下來維持報務。但爲着排字印刷及郵費的龐大支出，而收入不見有顯注的增加，各人雖然作出很大的犧牲，但報社仍免不了賠本。

在報社經濟情形來說，一九七五年也不見得有轉機。印刷紙張費用將有百分之廿五的漲價，二等郵費將漸增至一倍半，我們在報份廣告的收入相信僅可支付紙張印刷排字和郵費。

多年前，我們可能在決定刊印中英文版時犯了一個錯誤。因爲從沒有人來華人社區作一個準確的華人語言統計。只看中文的讀者會認爲英文版是白費篇幅，只看英文的讀者也會覺得中文版是浪費紙張。讀者們對中英文合版的批評可能是正確的，因爲事實上能看兩種語文的人不會多。所以今年我們計劃把中英文版分開，發行兩份獨立性的刊物，希望這樣更能適應華人社區的需要。

我們辦報的目的，除了爲這社區作一喉舌外是別無他求的。也因爲深知社區中政治的複雜性，故此我們也從未向任何方面要求資助。否則讀者們便再看不到一份立場開明獨立的報刊了。但我們極需要讀者們的幫助——從介紹及贈送新訂戶的實際表現上幫助報社。我們可以說：東西報在風浪中成長，依靠的全是讀者們的愛護和支援，東西報也就早已停刊了。

（劉池光）

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失業人數暴升
華埠情況未明

去年十二月，全國的失業率達到十三年來最高的一次，就是百份之七點一，亦即是說全國共有六百五十萬人失業。

加州的失業人數在十二月達到七十八萬七千六百人，比十一月增加了四萬二千三百人。加州失業率劇升至百份之九，而成爲自一九七一年六月以來最駭人的一個統計數字。據悉當時共有八十二萬五千六百人失業。

灣區的失業率達到百份之八點七。這個數目對華埠和華裔究竟有甚麼影響呢？

本市的公共服務職位管理主任溫超平說：「這個問題很難講。」他繼續指出，每星期四早上，都有不少亞裔人士到他在蟹街四十五號的辦事處求職。每逢有空缺的職位不同，到來申請的人數便有差別。

華埠就業發展部的經理荻野讓治說：「我們沒有作統計。」他又說，三藩市所發出的失業保險福利金，數目通常比加州其他地方高，同時「華埠的失業率通常比三藩市高。」

美國均等就業機會委員會三藩市辦事處的志願計劃組組長陳正文說，失業工人要向人力發展中心或者失業局報告，才能「算入統計數字中」。因爲很多華人都不願去登記，所以「很難獲得一個正確的統計數字」。

亞裔輔鄰服務社的行政主任余維楫指出，雖然目前還沒有人種方面的失業統計，但概括性的統計對華埠完全沒有影響。他解釋說，華埠工人很多都在家庭式的工廠裡面工作。他們都有固定的薪金，而且這種工作頗容易找。他補充說，華埠和外面的社會是「兩個不同的世界」，實際上是不可混而爲一的。

市長的人力辦事處主任林淑琪說：「經濟萎退將會影響華埠的商業。」她指出，華埠的商業情況是倚靠經濟富裕、遊客以及外地到來開會的人數衆多而定的。她又說：「我們知道經濟萎退的情況異常嚴重。這不僅對全國嚴重，對華埠的影響更嚴重。」

她繼續說：「最近很多人失業，包括一些持有大學學位而尋找低級工作的人，那等於說，不懂英語的人根本無法競爭。就在經濟富裕的時候，就業情況也不太理想。」她補充說：「很多最近得到主要職位的華裔人士，因爲資歷較淺，所以在大舉裁員的情況之下，都首當其衝。」最後，她下結語說：「大衆普遍的感覺便是再沒有職業上的安全感。」（伍春芳作，林伯堯譯）

美國銀行

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在中國旅行的觀感

工廠及工人的生活

楊碧芳

這確是一件巧合的事，本期的主題是關於失業的情形的報導，而我竟然就是其中的一份子。因爲這一期，亦就是我在東西報擔任英文編輯的最後的一期。

但是這個專欄，我將會繼續地寫下去，而本期所寫的，則爲「中國工廠及工人的生活」。

中國人對於他們的工廠及工業化的進展是感到驕傲的。在目前，全國百分之九十的生產成員，都集中於農業方面，從事工業生產的只佔百分之十。但在現代化的工藝幫助之下，他們已把生產目標轉移到工業方面，並希望將從業情形改變過來，使工人所佔的百分比轉而成爲百分之九十。

我們在訪問時，曾承帶領前往參觀的，有：鋼鐵廠、印刷廠、煉油廠、絲織廠、刺綉廠、檀木廠、鐘錶廠、機械廠。而每一處的工作重點，都是在於生產方面，亦即是要盡量把生產率提高。

我所得到的最深印象，就是他們的服務精神和工作環境。工廠都很清潔，我們進入上海一間罐頭廠參觀時，要穿上白色的外衣，戴上口罩和穿膠靴，在廠內，看不到油漬和煤屑，工人們都認爲清潔地方環境，亦就是他們工作的一部份。

在工廠大廈之內，通常可以見到食堂、宿舍、托兒所、學校、醫院、診所和娛樂設備。宿舍的平均租金爲每月人民幣三元，膳費則每月爲每人十二元。至於他們的工資，則由人民幣四十元至一百元（每一美元約折合人民幣兩元），醫藥、教育及托兒所多是免費。即有收費的，亦很廉宜。女性的於生育期間，享有假期五十至六十天。工作人員若非住於工廠附近的，還有交通費的津貼。

有些工廠—像上海機械廠，不但有晚上的識字班和工藝班，而且還設有工人大學，工人在政府補助之下，可進該大學從事三年的研究工作。

有些工廠—像刺綉廠和鐘錶廠—工人的工作是很費眼力的，所以他們有較長的休息和作眼部運動的時間。

通常上，工人的工作時間爲八小時，每週工作六天，假期雖不多，但當工人有特別事故或探訪親戚時，都可以請假。

每一工廠的工人，對於工廠的策劃和管理都有責任，每一單位都有工作小組，由幹部、技師和工人組成，擔任管理及監察。遇到有什麼事情須要批評時，工人就在被鼓勵之下，張貼大字報，提出他們的意見。大部份的工人，都有求其在我的精神，他們所使用的機器，都是自己設計和製造的。

我們所訪問過的工廠，發覺工人都有自驕感，因爲他們能夠發展自己的工業，而無須倚賴外國人的幫助。

爲防範發生和其他工業國家的同樣錯誤，中國的工廠，已開始研究空氣染污問題，控制環境以保持清潔。北京的一所煉鋼廠，將廢氣引入一道水槽之內，經過化學作用之後，成爲灰末，然後用以製鐵。南京的一間煉油廠，則將廢氣變成煤氣，而以之作爲烹飪之用。

工人還須於規定的時間討論有關安全措施的問題。工人於工作時發生意外，醫藥及生活費皆由工廠負責，直至完全康復。

在訪問時，我發覺工人們的工作，有許多看來都是規律化和單調，但他們的工作却很認眞，像在印刷廠，一些指派在人民畫報負責校對和檢查裝訂的工人，我問他們對於這樣枯燥而單調的工作怎能忍受，他們的回答是：所有的產品都要盡量使之臻於完美，使購買者認爲物有所值，所以他們亦深覺在工作上的重要性，應該勤勉工作。

有一次，我在工廠裡和一位工人談話，她的工作是整天看管一架繅捲紗綫的機器，她亦承認這種工作是枯燥又易疲倦，但這工作是被委派的，所以亦就樂意要把它做得好。雖然自己的意願，是寧願做農場的工作，但在環境的安排之下，一切只好接受。

聽她這麼說，我心裡陡地有了一個疑問：其他工廠的千千萬萬工人，又將會怎樣想呢？他們雖不一定會喜愛自己的工作，但最低限度，他們是不愁失業的。

（未完，待續）

吃與社會

釋氏認爲人類的刦難與吃別的動物的肉太多有關，這當然是一種大慈大悲「想當然耳」的說法。但我總覺得中國的烹調藝術過於發達，對社會的堅強進步可能是一種拖累，由於菜做得太好，在吃的方面糜費也愈多，也就沒有足夠的財力去做別的建設。正如同法國的酒做得太好，對法國人的生活也是拖累，美國和英國人最不善於烹調，但却是，或者曾經是最富強的國家。

（永康）

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三、污泥中的翠蓮

余卓雄

從六十年代間到七十年代初，各國起過一陣陣的怪風，來時有因，去處不明，但是留下來的落葉殘跡，却又產生了新的騷擾。這一種龍蛇混雜，良莠不齊的文化，的確革了許多人的命，尤其是青年的一代，他們活在一個未來的世界裏，富理想但不合實際：科學重分析；講邏輯，但離開自然的境界愈遠。

要描寫這十三、四年間的思想鬥爭，也許要像抽象派畫家的筆法那樣，在那純潔的白色畫板刷上難明的筆劃。有時候連自己也莫明其妙。話說英國首先發現了「披頭四」那曠野的聲音，美國立刻以大無畏的精神，產生了嬉皮士的一代。跟着來的是反戰浪潮，吸毒、更平等的人權和女權運動，不婚同居、改換性別、同性戀、……眞有說不出的熱鬧！

小說家寫歷史動盪中的人的故事，我讀過瑪格烈・密爾周寫美國南北之戰的「隨風而逝」；林語堂寫在新舊交替中的北京城的「京華烟雲」，但能切合我們這一段日子的，必要引用迭更斯寫法國革命的「雙城記」，痛快淋漓，時代人的苦悶、擁有、和失落，都一語道破：「那是一個光明的時代，那是一個黑暗的時代；我們甚麽都有，我們甚麽都沒有；我們走向天堂，我們走向天堂的另一方……」

在那不滿的牢騷中，有一個女孩子，名叫李翠蓮，她加入我們的青年團契已經有十年長，初來時還在初中唸書，到今天快要在藥劑系畢業，她和曾偉民的相愛，也有同樣長的時間。在美國，十年的戀愛，似乎在童話中才能找得着啦，他們共有一個偉大的計劃。就算是等候，也是美麗多彩的，偉民立心要做醫生，此刻他已經在加省大學醫院見習了。

翠蓮的長成，是我的喜悅和驚訝，她身材秀美，挺直的鼻子，大眼睛，很甜的笑容，是她的特徵，她聰慧過人的地方，就是那活潑的神態，特別有磁力的外交天才，使人折服。但她也不是那麽好動，在心裏，她是屬於內向的。

翠蓮是第二代的美籍華人，從來沒有到過中國，但她能說流利的國語，廣東話、台山話。「我是百份之一百『中國的』，我堅信我能成功，但我必需勤奮。」她的剛强，仍是那麽溫柔地可愛。

我問：「你有一般少數民族那種自卑感嗎？」

她把那圓溜溜的眼珠睜大了，反問我說：「爲甚麽要有自卑感？知己知彼，百戰百勝！」

偉民在旁插咀道：「可是我媽常叫我們做「竹升」，兩頭不通。」

我安慰他說：「我也對這稱呼缺乏好感，除非『竹升』是一個親愛的名詞。」

翠蓮的自信，有時在她的眼淚中更可表現，流淚不盡是弱者，是決心，再沒有比此時更感人肺腑的了。翠蓮的爸死時，她不過十二歲，便一直負起做家長的責任，協助母親教養一個妹妹，兩個弟弟。「爸是開餐館的，典型的華僑。」她的回憶，仍舊是像昨天才發生的一樣：「我很清楚奮鬥是甚麽一回事。」她爲父親逝世的哀悼，超越常人，這便引起我們之間對靈魂天堂的對話，到後來使她在信仰基督的熱誠上，發出華美的光輝。

然而像翠蓮一樣的現代人有多少呢？

這便是我工作服務的最高目的。

遠在美國實行車載學童以達到種族平衡之前，我早有自己的「車載」宣道方法，我在每主日清晨到北岸區，列治文區，甚至在一箭之遙的平民大厦，把七歲到十二、三歲的孩子們親自駕車接送到教堂裏來，叙會完後又把他們送回家去。

今天留下來的那一部份人，已經長成，有他們的汽車，現在是輪到他們去接送更年幼的一代了。（待續）

李翠蓮教授夏令班

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（上接中文版首頁）

認爲遏止失業人數上升是當前的最大問題。他贊成政府大量撥款設立公共服務職位。他說：「人人都喜歡自食其力做工賺錢不願接受施捨的。」他說在這經濟不景的時期政府須要裁減開支的地方是軍事費用及各部門內的無謂浪費。

譚君祖籍廣東開平，加州大學商科畢業，在三藩市聯邦儲貸會服務已有十多年。他亦是實業估價員協會會員。（該會華裔會員只有三數名，華埠實業界知名人士胡竹基亦屬該會。）譚君資歷深厚，在實業及金融方面都有豐富的經驗。

他說目前房屋建築業最受打擊，因爲銀根短缺整個行業都呈現全面萎縮的現象。他說政府應動用儲備金幫助建築業復蘇。譚君說：「房屋建築業及汽車工業是整國經濟的命脈，在加州房屋建築業更爲重要，如果這些主要行業不健康，國家的經濟受影響下也是不健康的。」據報福特總統打算撥款三億元注入全國的房屋建築，但譚君認爲這只是杯水車薪，政府尚須繼續撥款資助。

談到銀行貸款給市民購置物業時，譚君說貸款的總額在過去數年間確是有下跌的趨勢。根據他的數字，在一九七二年全市各銀行借出的樓宇貸款爲六千四百萬元，七三年則爲五千四百萬，而去年則爲五千萬左右。三藩市聯邦儲貸會佔總數約百份之十四。

譚君分析貸款買樓在過去三年間下跌的趨勢可能是利息的提高。他說早數年貸款利息只是六厘左右去年却高達十一厘。他說在許多人心目中要付這麼高的利息貸款買樓不很化算。但他補充說貸款利息已回降至九厘七五，跡象顯示將會繼續下降。

譚君說他主持的華埠分行除貸出款項外亦已酌量提高存款利息吸收資金。譚君說三藩市聯邦儲貸會在華埠的存款總額達七千八百萬元，居首位。他說最近政府放寬存款利息的限制，各銀行都把利息提高。譚君說例如一千元以上的六年定期存款，存戶可在期滿後獲八厘多的高息。最近政府通過法令把聯邦儲蓄保險由每戶二萬元提高至四萬元。譚君說這將有集中存款的作用。他解釋：目前有很多存戶把存款放入不同的銀行，但一旦存款獲得加倍的保障，存戶將會把存款集中存入一間或兩間銀行避免不必要的麻煩。

今年元旦開始國內人民獲准購買及儲藏黃金，民間的反應不很熱烈購金潮並無出現。譚君說所有「聯邦」的儲貸會都受聯邦政府管制不能進行黃金的買賣。他指出這次政府解禁准人民自由買賣黃金是反映市民對全世界各國政府的紙幣（西德馬克及瑞士法郎除外）失去信心。譚君說：「以我本人來說，我不想買黃金，因爲金價穩定的價值只是一種幻覺而已。」他說金價的升降是倚賴很多其他的因素，如果想值黃金發財是很冒險的。

總括來講，譚君說以他的經驗和對市場的認識，認爲實業仍是最佳的投資。他說有意買樓的本年買仍是合化算的。在列治文區日落區等熱門區域仍然是缺乏待售的樓宇，樓價仍是堅挺。不過譚君認爲有意找的要找間合適的也不難。他說銀行將會繼續減低貸款利息，若要投資實業現在不失爲好時機。他奉勸買者和殷實的經紀交易及不要輕率簽約以免後悔莫及云。（許權威）

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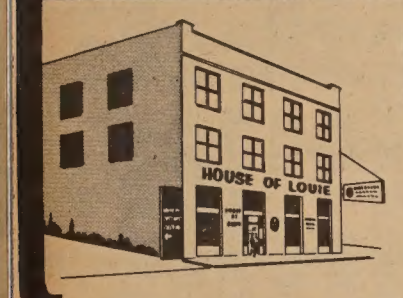

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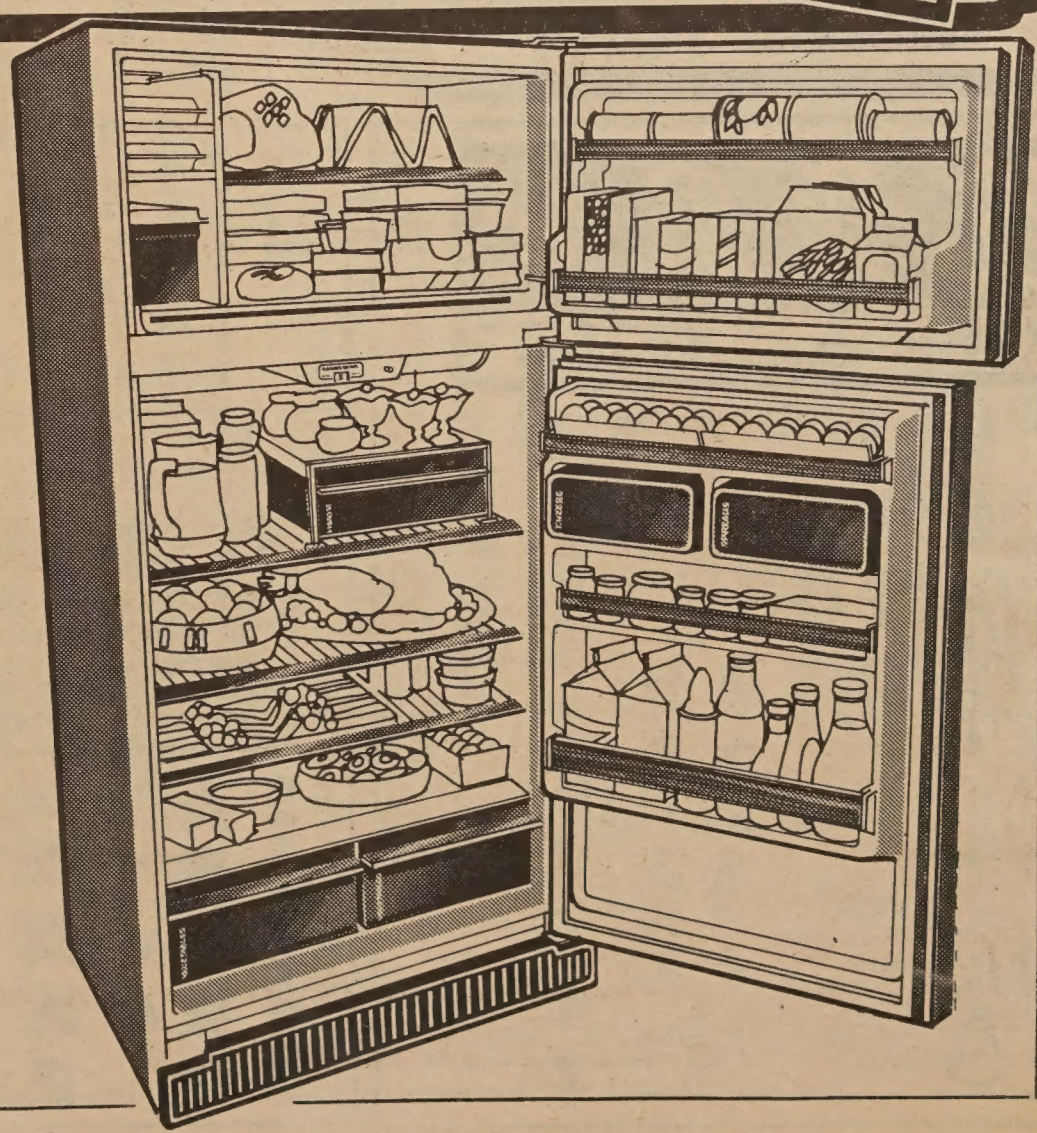

如何投訴就業歧視

一個華裔收盤碗工人在一間餐館做四天工作，而他是明白只會得到三天半的待遇的。當他收到支票的時候，却發現只得到三天的薪俸。

一名華裔飛機引擎技工在資格考試中得到最高分數，但未被批准升級。

一名華裔繪圖員被公司解僱。他在該公司服務幾達十六年。失去了工作，也失去了歷年來累積的福利和假期。

一名華裔青年在一項州政府公務員職位考試中得到最高的分數，但他被指控在自己的健康報告書上簽署，而未被取錄。

＊　＊　＊

以上只是華人就業協進會所辦理的歧視案件中的幾件。該會是在三藩市成立的一個華人社區的組織。他們的工作是幫助美國華人爭取民權與及平等的就業機會。

在某些案件中，例如上述餐館的案件，華人就業協進會通常只要和僱主接觸便能解決問題。但在技工那件案件中，該會便須施以壓力，寫信敦促國會採取行動，才能解決問題。

至於例似繪圖員的案件，該會則要向下列政府機構上訴：平等就業機會委員會，勞工處和公平僱用訴訟委員會。

在處理上述公務員職位申請者的案件時，該會會上書二埠的州政府就業發展部。他們很快回信，並且派定一名工作人員驗明健康報告書，該申請人便把報告書直接寄去二埠，而無須經過本地的辦事處。

根據華人就業協進會的一名辦事人員胡梅芳所說，他們很難使人們說出他們工作上的問題。當委託人最後決定到該會尋求幫助時，他們通常都是很激憤的。

胡梅芳說：「他們實在忍耐得太久了，最後終於決定採取行動。」

該會的第一個步驟是接見委託人，以決定問題的性質。

她繼續說：「如果我們覺得委託人因爲是少數民族的一份子，而受到與其他僱員不同的待遇，我們便把這件事歸入種族歧視的案件中。」

該會的下一個步驟便是指導委託人可行的門徑，並且鼓勵他們去採取行動。

在處理一宗歧視案件時，該會通常先與僱主進行交涉，以期他與僱員之間達成一項協議。如果這個計劃不成功的話，該會便指導委託人到下列機構進行訴訟的程序：平等就業機會委員會、公平僱用訴訟委員會、人權委員會、或者其他聯邦政府、州政府以及市政府的機構。上述機構都有調查歧視案件的職責。

如果是一件公務員的案件，訴訟人必需進行一項內政訴訟的程序。華人就業協進會的行政主任謝國器說：「在公務員的案件中，我們是很難確定指出歧視所在的。一九六四年通過的一項民權法案不認爲政府是一名僱主。」他繼續指出，因爲公務員在任職上被歧視的案件不斷的增加，我們可以說聯邦政府　都應在以資格考試排斥少數民族的事件中負起相當的責任。

如果問題牽涉到違反基本工作權利時，華協會將會指示委託人經過工會或者公司的訴訟程序，而向國立勞工關係局（聯邦所設）和勞工法例推行組（州設）提出上訴。

如果案情需要法律援助，而委託人又請不起律師的話，華協會便把委託人介紹到法律援助會或者亞洲法例會代爲辦理。

據胡梅芳指出，很多華裔工人都害怕因爲訴訟而引起「麻煩」，該會便向他們鄭重說明，每一個工人都有合法的權利保護自己的權益，以免在就業上得到不公平的待遇。

她說：「當工人採取行動時，他並非只是個人向僱主採取行動，他不僅幫助了自己，而且還幫助了其他的工人。」（楊碧芳作、林伯堯譯）

＊三藩市市政廳工務計劃現再招請園務助理員一百名，負責剪草、灑水、植樹，及其他園務工作，工資每小時約四元二角五分。申請者須具備下列條件：

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㈡三藩市居民（須證件證明）。

㈢失業三十天以上。

有意者請攜同附有相片之身份證，於一月十六日晨早六時（八時半開門），到蟹街四十五號，三〇五號房申請，男女均可，額滿即止，申請宜早。

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金山客曰：可治「頭痛」也。

格言

福特總統籲請美國人民減食糖類，以抑止糖價暴漲。

金山客曰：「吃得苦中苦，方爲人上人」。

操之過急

奧馬哈一十歲小童，冒總統之名，簽出支票二百億元。

金山客曰：「國家未來主人翁」毋乃操之過急乎？

硬幣與物價

香港明年發行新硬幣，邊緣作波浪形。

金山客曰：象徵物價動盪也。

難揸主意

南非一醫院，進行移殖「雙心人」手術。

金山客曰：此人將來必難揸主意。

得咳笑○○○ 現場錄音

怕落伍

記者：請問你地的畫家，點解咁鍾意畫女人嘅裸體像呢？

畫家：因爲女人着咗衫就唔方便嘞，過得兩三個月，就唔流行啦。

唔講大話

法官：你今年幾歲？

婦人：二十歲零幾個月。

法官：你已經宣誓過啦，講大話係犯法嘅嘅。

婦人：我唔敢講大話。

法官：咁你係二十歲零幾個月啦？

婦人：二百零三個月。

＊建築工程請人

本市某建築工程請工人數名擔任粗重工作，清理沙石，搬抬重物及使用鑽地機。時薪五元六八。有意者可電三九八—八二一二找華人就業協進會陳振華接洽。

＊市長委譚炳城充任人權委員

亞利奧圖市長前日委任華埠知名人士譚炳城爲本市人權委員會委員以塡補該會最近懸出的空缺。譚君現任列治文區之聯合中央儲貸會總經理。

＊台灣國泰女籃獲國際賽冠軍

（奧瑪哈市訊）台灣的國泰人壽女子籃球隊週一晚以八十比四十八戰勝加拿大隊奪得在此間舉行的國際女籃邀請賽冠軍。該邀請賽由美國、加拿大、台灣及墨西哥派隊參加。

國泰隊隊長陳美枝當選爲邀請賽的最傑出球員。

＊東華醫院員工獲准加入工會

據十五日出版少年報消息，醫院員工工會第二五〇號分會，最近獲聯邦勞工關係局核准代表東華醫院職工。

據悉，該分會代表護士、藥劑師、醫科技師、男護士及洗衣工人等。該分會將會和醫院商談工約。

＊聘請廣告＊

華埠法律援助會誠徵祕書一名，申請人資格：能講流利英語、粵語及台山話，及每分鐘打字至少五十個。可電：三六二—五六三〇找陳銘洲律師接洽。

本報招請記者及譯員各一名。申請人必須能閱讀、書寫及講流利的中英文，要有一年以上的新聞工作經驗，及熟識華人社區情形爲合。如持有大學新聞學位者可獲優先考慮。請寄履歷表到三藩市禁尾愼街七五八號東西報收。

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聯邦經理譚發貴 虧空五十萬在逃

三藩市聯邦儲蓄貸款會宣佈該行華埠分行經理譚發貴受嫌虧空五十萬元。譚君已於一月七日飛往台北。該行已將案情交美國聯邦調查局，由局方發傳票要求譚君回美歸案。據該行負責人說譚君自去年四月開始冒簽名而提出存戶款項。但該行重申所有存款均有保險保障，存戶不會遭受分毫損失。

譚君爲華埠知名人士，向熱心華埠公益。本報記者在譚君離埠前曾訪問他。這可能是他最詳盡地討論美國金融經濟的一次。本報現將訪問稿全部登出，讀者可作參考資料。

譚發貴談金融經濟

剛過去的一九七四年內所發生的大事直接或間接都包涵經濟及政治的因素在內。美國國內去年初開石油荒，汽車在油站排長龍等候入油的境象尚歷歷在目。其後各項日用品的價格隨着油價上漲，「通貨膨脹」成爲大家的口頭禪，大小的消費者都叫苦連天。最近整國的失業人數達數十年來的最高峰，當然是拜國家經濟衰退之賜，這些金融經濟的趨勢互相有連帶的關係對整個社會及對華人社區影響重大。本報記者最近特走訪華埠銀行界實業界知名人士譚發貴請他談談目前的經濟狀況。譚君是三藩市聯邦儲蓄貸款會華埠分行經理。

譚君說國家的經濟走下坡是尼克遜政府當政時種下的惡果。他指出：尼克遜在任內忽視了經濟轉壞的警告，在遏止通貨膨脹方面起不到領導的作用。此外政府採用的限制價格的措施則漏洞百出於事無補。

譚君說前些時的國內石油缺乏引起大恐慌都是人爲的。大公司大機構趁機提高價格增加利潤。譚君說：政府必須採堅定立場塡塞漏洞及迫令各大公司放棄利用海外的賤價勞力，鼓勵及協助發展國內的資源。他認爲這才是解決美國石油問題的徹底辦法。

福特政府預告國人本年下半年經濟情況將會好轉。譚君說他本人則採較審愼的看法。他

（下轉第十七頁）

求職指南

（文載第十三頁）

In this issue:

MISSING BANKER INTERVIEWED

Special Unemployment Issue
Affirmative Action Fallacies
Asians Lack Seniority in Unions
Federal Aid to Unemployed
Resource Guide for Unemployed

爭取就業機會平等

經驗教訓我們，作爲美國少數民族份子，決不能看輕自由和平等。先輩們受着說不盡的凌辱和壓迫，克服多方面的困難，才打開一個局面給我們承受下來。但我們千萬不要以爲從此便相安無事，國泰民安，自由和平等還要我們繼續去爭取。

時代變了，種族偏見歧視的花樣也變了。以前是公開狂妄的排華，今天是陰險暗中的排除少數民族。這幾年來，美國華人已在政治、教育、民居、健康等陣綫上爭取平等權利。但最基本的還是一份好的職業，故此我們實在應該致力在就業機會上爭取平等。

今天美國經濟不景。少數民族份子被解僱的機會最大。正如俗語說少數民族職員都是公司中「最後才聘請，最先被踢走」的。華人在這個時候應團結一致，爲就業機會和就業平等上盡力。聯邦政府撥款採用及安置失業人民，我們應爭取這款項及職位上的平均分配。市內將有幾項大規模工程即要興工，我們也希望工會及其他有關機構招聘及訓練華人。各階層的政府部門都是就業平等機構，我們也希望不要忽略了聘用華人。

對自己人來說，我們也要說幾句心腹話。這幾星期內東西報記者爲就業問題到處走訪有關機構負責人。聽來的都是希望華人求職時不要過份謙虛，不要過份自卑，要有膽量訪僱主，有膽量試新職。遇歧視事件要報案，要作證。是的，緘默、容忍和避免紛爭也許是舊時代舊中國的美德，但在二十世紀的美國是行不通的。

讓我們把爭取就業機會平等作爲社區中的頭等大事！（劉池光）

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